

Aaron D. Hill

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Warrington College of Business
Department of Management
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EDUCATION

Doctor of Philosophy, Business Administration, December, 2010
Oklahoma State University, Spears School of Business, Stillwater, OK
Major Area: Strategic Management; Minor Area: Research Methods

Master of Business Administration, December, 2002
Gonzaga University, School of Business Administration, Spokane, WA
Major Area: Management

Bachelor of Business Administration, May, 2001
Gonzaga University, School of Business Administration, Spokane, WA
Major Area: Economics; Minor Areas: Sport Management and History

ACADEMIC APPOINTMENTS

University of Florida, Warrington College of Business, Gainesville, FL.
Associate Professor of Management, August 2021 to present
Assistant Professor of Management, July, 2018 to August, 2021

Oklahoma State University, Spears School of Business, Stillwater, OK.
Associate Professor and Spears Chair in Business Administration, June, 2016 to July, 2018
Assistant Professor and Spears Chair in Business Administration, July, 2015 to June 2016
Assistant Professor of Management, July, 2012 to July, 2015

University of Nevada, Reno, College of Business, Reno, NV.
Assistant Professor of Management, July, 2011 to June, 2012

RESEARCH

Refereed Journal Publications

(*Denotes PhD student co-author at outset of project; **Denotes former PhD student co-author)

36. Chandler, J., Kim, Y., Waddington, J., & Hill, A. In Press. Going Global? CEO Political Ideology and the Choice Between International Alliances and International Acquisitions. *Journal of International Business Studies*. Link to article not yet available.
35. Greenbaum, R., **Gray, T., Hill, A., **Lima, M., ** Royce, S. & **Smales, A. In Press. [Coworker Narcissism: Employee Emotional and Behavioral Reactions as Moderated by Bottom-Line Mentality and Trait Competiveness](#). *Journal of Management*.

34. *Abdurakhmonov, M., *Hasija, D., Ridge, J., & **Hill, A.** In Press. [Maintaining or Altering the Status Quo in the Non-Market Arena: Theory and Evidence from Government Contract Disputes.](#) *Organization Science*.
33. **Hill, A.**, **Recendes, T., & *Yang, Y. 2023. [Precarious Situations: A Prelude to Hiring More Hubristic Chief Executive Officers.](#) *Strategic Management Journal*, 44(3): 812-828.
 - Featured by *Harvard Business Review*: May-June, 2023.
32. *Recendes, T., Aime, F., **Hill, A.**, & **Petrenko, O. 2022. [Bargaining Your Way to Success: The Effect of Machiavellian Chief Executive Officers on Firm Costs.](#) *Strategic Management Journal*, 43(10): 2012-2041.
31. **Hill, A.**, Upadhyay, A. & Beekun, R. 2022. [Revisiting the Gender Gap in CEO Compensation: Rectifying Conflictive Findings by Correcting Gupta, Mortal, and Guo's \(2018\) Misapplication of Absorption in Unbalanced Panel.](#) *Managerial Finance*, 48(8): 1186-1205.
30. *Abdurakhmonov, M., Ridge, J., **Hill, A.**, & *Loncarich, H. 2022. [Strategic Risk and Lobbying: Investigating Lobbying Breadth as Risk Management.](#) *Journal of Management*, 48(5): 1103-1130.
29. Klein, F., **Hill, A.**, Hammond, R., & *Stice-Lusvardi, R. 2021. [The Gender Equity Gap: A Multistudy Investigation of Within-Job Inequality in Equity-Based Awards.](#) *Journal of Applied Psychology*, 106(5): 734-753.
 - 2022 Finalist for the Academy of Management Human Resource Division *Scholarly Achievement Award* for research published in 2021.
 - Featured by *Harvard Business Review: May-June, 2020* and *Equilar Executive Compensation Summit (Equality in Equity session)*.
 - Media Coverage in outlets such as the *BBC*, *The Conversation*, *Yahoo*, *Fast Company Philadelphia Inquirer*, *Houston Chronicle*, and the *Wall Street Journal* on equity pay across both [genders](#) and [diverse groups](#), among others.
 - Selected to [Responsible Research in Business & Management Honor Roll](#).
28. *Abdurakhmonov, M., Ridge, J., & **Hill, A.** 2021. [Unpacking Firm External Dependence: How Government Contract Dependence Affects Firm Investments and Market Performance.](#) *Academy of Management Journal*, 64(1): 327-350.
27. **Hill, A.**, Johnson, S., Greco, L., O'Boyle, E., & Walter, S. 2021. [Endogeneity: A Review and Agenda for The Methodology-Practice Divide Affecting Micro and Macro Research.](#) *Journal of Management*, 47(1): 105-143.
26. *Chandler, J., **Petrenko, O., **Hill, A.**, & *Hayes, N. 2021. [CEO Machiavellianism and Strategic Alliances in Family Firms.](#) *Family Business Review*, 34(1): 93-115.
25. Aime, F., **Hill, A.**, & Ridge, J. 2020. [Looking for Respect? How Prior TMT Social Comparisons Affect Executives' New TMT Engagements.](#) *Strategic Management Journal*, 41(12): 2185-2199.
24. Nalick, M., Kuban, S., **Hill, A.**, & Ridge, J. 2020. [Too Hot to Handle and Too Valuable to Drop: An Expanded Conceptualization of Firms' Reactions to Exchange Partner Misconduct.](#) *Academy of Management Journal*, 63(6): 1976-2003.

23. **Hill, A.**, Bolton, J. & White, M. 2020. [A Call to Find Knowledge in Our Non-Findings](#). *Strategic Organization*, 18(4): 645-654.
22. **Hill, A.**, *Recendes, T., & Ridge, J. 2019. [Second-order Effects of CEO Characteristics: How Rivals' Perceptions of CEOs as Submissive and Provocative Precipitate Competitive Attacks](#). *Strategic Management Journal*, 40(5): 809-835.
 - Featured by *Harvard Business Review*: May-June, 2019. [The Bully in the Corner Office](#).
21. Brymer, R., †Chadwick, C., †**Hill, A.**, & Molloy, J. 2019. [Pipelines and Their Portfolios: A More Holistic View of Human Capital Heterogeneity via Firm-Wide Employee Sourcing](#). *Academy of Management Perspectives*, 33(2): 207-233.
 - † Authors contributed equally and are listed alphabetically.
20. Ridge, J., **Hill, A.**, & Ingram, A. 2018. [The Signaling Role of Politician Stock Ownership: Effects on Lobbying Intensity](#). *Journal of Management*, 44(5), 2116-2141.
 - Featured by *Harvard Business Review*: February, 2017. [The Growing Conflict-of-Interest Problem in the U.S. Congress](#).
 - Media coverage in *New York Times*.
19. *Smith, M., **Hill, A.**, Wallace, J., *Recendes, T., & Judge, T. 2018. [Upsides to Dark and Downsides to Bright Personality: A Multidomain Review and Future Research Agenda](#). *Journal of Management*, 44(1): 191-217.
18. **Hill, A.**, Aime, F., & Ridge, J. 2017. [The Performance Implications of Resource and Pay Dispersion: The Case of Major League Baseball](#). *Strategic Management Journal*, 38(9): 1935-1947.
 - Featured by *Harvard Business Review*: May, 2017: [10 Years of Data on Baseball Teams Shows When Pay Transparency Backfires](#).
17. Ridge, J., Ingram, A. & **Hill, A.** 2017. [Beyond Lobbying Expenditures: How Lobbying Breadth and Political Connectedness Affect Firm Outcomes](#). *Academy of Management Journal*, 60(3): 1138-1163.
16. Humphrey, S., Aime, F., Cushenbery, L., **Hill, A.**, & Fairchild, J. 2017. [Team Conflict Dynamics: Implications of a Dyadic View of Conflict for Team Performance](#). *Organizational Behavior and Human Decision Processes*, 142: 58-70.
15. Ridge, J., **Hill, A.**, & Aime, F. 2017. [Implications of Multiple Concurrent Pay Comparisons for Top-Team Turnover](#). *Journal of Management*, 43(3): 671-690.
14. Greenbaum, R., **Hill, A.**, Mawritz, M., & *Quade, M. 2017. [Employee Machiavellianism to Unethical Behavior: The Role of Abusive Supervision as a Trait Activator](#). *Journal of Management*, 43(2): 585-609.
13. Ridge, J., Johnson, S., **Hill, A.**, & Bolton, J. 2017. [The Role of Top Management Team Attention in New Product Introductions](#). *Journal of Business Research*, 70(1): 17-24.
12. *Petrenko, O., Aime, F., Ridge, J., & **Hill, A.** 2016. [Corporate Social Responsibility or CEO Narcissism? CSR Motivations and Organizational Performance](#). *Strategic Management Journal*, 37(2): 262-279.

11. **Hill, A.**, Upadhyay, A., & Beekun, R. 2015. [Do Female and Ethnically Diverse Executives Endure Inequity in the CEO Position or Do They Benefit from Their Minority Status? An Empirical Examination.](#) *Strategic Management Journal*, 36(8): 1115-1134.
10. Johnson, P., *Smith, M., Wallace, J., **Hill, A.**, & Baron, R. 2015. [A Review of Multilevel Regulatory Focus in Organizations.](#) *Journal of Management*, 41(5): 1501-1529.
9. **Hill, A.**, Kern, D., & White, M. 2014. [Are We Overconfident in Executive Overconfidence Research? An Examination of the Convergent and Content Validity of Extant Unobtrusive Measures.](#) *Journal of Business Research*, 67(7): 1414-1420.
8. **Hill, A.**, White, M., & Wallace, J. 2014. [Unobtrusive Measurement of Psychological Constructs in Organizational Research.](#) *Organizational Psychology Review*, 4(2): 147-173.
7. **Hill, A.**, Wallace, J., Ridge, J., Johnson, P., Paul, J., & Suter, T. 2014. [Innovation and Effectiveness of Co-Founded Ventures: A Process Model.](#) *Journal of Business and Psychology*, 29(1): 145-159.
6. Johnson, S., Schnatterly, K. & **Hill, A.** 2013. [Board Composition Beyond Independence: Social Capital, Human Capital, and Demographics.](#) *Journal of Management*, 39(1): 232-262.
 - 2018 Finalist for *Journal of Management's* Impact Award as one of the most impactful articles published in 2013.
 - 2016 Emerald Group Publishing Ltd.'s Citation of Excellence as one of the most highly cited papers published in 2013 across Business Disciplines.
5. **Hill, A.**, Kern, D., & White, M. 2012. [Building Understanding in Strategy Research: The Importance of Employing Consistent Terminology and Convergent Measures.](#) *Strategic Organization*, 10(2): 187-200.
4. Wallace, J., Little, L., **Hill, A.**, & Ridge, J. 2010. [CEO Regulatory Foci, Environmental Dynamism, and Small Firm Performance.](#) *Journal of Small Business Management*, 48(4): 580-604.
3. Aime, F., Johnson, S., Ridge, J., & **Hill, A.** 2010. [The Routine May be Stable but the Advantage is Not: Competitive Implications of Key Employee Mobility.](#) *Strategic Management Journal*, 31(1): 75-87.
2. Fried, V. & **Hill, A.** 2009. [The Future of For-Profit Higher Education.](#) *Journal of Private Equity*, 12(4): 35-43.
1. Vassar, M., Ridge, J., & **Hill, A.** 2008. [Inducing Score Reliability from Previous Reports: An Examination of Life Satisfaction Studies.](#) *Social Indicators Research*, 87(1): 27-45.

Editorial, Commentary, and Book Chapter Publications

(*Denotes PhD student co-author at outset of project; **Denotes former PhD student co-author)

4. Quigley, T., **Hill, A.**, *Blake, A., & **Petrenko, O. 2023. [Improving Our Field Through Code and Data Sharing.](#) *Journal of Management*, 49(3): 875-880
 - Data Sharing Tool Available At: <http://www.smartdatatool.net/>

3. **Hill, A.**, McKenny, A., O'Kane, P., & Paroutis, S. 2023. [Introduction to Methods to Improve Our Field](#) *Research Methodology in Strategy and Management*, vol. 14: 1-4. Emerald Publishing Limited.
2. **Hill, A.**, Lê, J., McKenny, A., O'Kane, P., Paroutis, S., & Smith A. 2021. [Introduction to Research Methods in Times of Crisis: The Case of COVID-19](#). *Research Methodology in Strategy and Management*, vol. 13: 1. Emerald Publishing Limited.
1. **Hill, A.**, *Petrenko, O., Ridge, J., & Aime, F. 2019. [Videometric Measurement of Individual Characteristics in Difficult to Access Subject Pools: Demonstrating with CEOs](#). In Boyd, B., Crook, T.R., Le, K., & Smith, A. eds: *Research Methodology in Strategy and Management*, vol. 11: 39-61. Emerald Publishing Limited.

Invited Conference Presentations

16. **Hill, A.** Panelist. November, 2022. Governing ESG: Gender-Based Stereotypes, Board Independence, Corporate Purpose, and ESG Measurement. International Corporate Governance Society Annual Conference. Miami, Florida.
15. **Hill, A.** Panelist. October, 2022. Preparing a Strong Application Package. Pre-Doctoral Consortium. Southern Management Association Annual Meeting. Little Rock, AR.
14. **Hill, A.** Panelist. September, 2022. The Art of Bridging Macro and Micro Research. Strategic Management Society Annual International Conference. London, England.
13. **Hill, A.** Panelist. September, 2022. Furthering Strategic Management Research through Collaborative Sharing of Code, Data, and Other Tools. Strategic Management Society Annual International Conference. London, England.
12. **Hill, A.** Panelist. September, 2022. Strategic Leadership and Governance Interest Group Paper Development Workshop. Strategic Management Society Annual International Conference. London, England.
11. **Hill, A.** August, 2020. Using Sport Data to Advancement Management Theory: Broadening our Sight and Developing Future Directions. Academy of Management Annual Meeting, Virtual Presentation.
10. **Hill, A.** Panelist. August, 2020. Publishing Rigorous and Impactful Literature Reviews. Academy of Management Annual Meeting. Virtual Presentation.
9. **Hill, A.** Panelist. October, 2019. Dealing with Endogeneity. Southern Management Association Annual Meeting, Norfolk, VA.
8. **Hill, A.** Panelist. October, 2019. Ask the Experts: Data Transparency and Research Credibility. Southern Management Association Annual Meeting, Norfolk, VA.
7. **Hill, A.** Panelist. October, 2019. The Future of Strategic Leadership and Governance Research. Southern Management Association Annual Meeting, Norfolk, VA.

6. **Hill, A.** Panelist. September, 2018. Strategic Leadership and Governance Interest Group Paper Development Workshop. Strategic Management Society Annual International Conference. Paris, France.
5. **Hill, A.** Panelist. Stop, Scholaborate, and Practitioner! October, 2016. Southern Management Association Annual Meeting, Charlotte, NC.
4. **Hill, A.** Panelist. 2016, August. Psychological Foundations of Management 2.0: Core Self-Evaluation, Hubris, and Humility. Academy of Management Annual Meeting, Anaheim, CA.
3. Aime, F., Humphrey, S., **Hill, A.**, Petrenko, O. & Ridge, J. 2015, September. CEO Cosmetics: The Dynamic Effects of Charisma and Assertiveness. Oxford University Center for Corporate Reputation.
2. **Hill, A.** 2015, September. Pre-Conference Workshop on Measurement in Upper Echelons Research. Strategic Management Society Annual International Conference, Denver, CO.
1. **Hill, A.**, & Kern, D. 2010, September. Unobtrusive Measures: Can We Have Confidence in Them? Invited Pre-Conference Presentation in Workshop entitled Messiness in Our Metrics, Strategic Management Society Annual International Conference, Rome, Italy.

Refereed Conference Papers

57. Chandler, J., **Hill, A.**, Harrison, J. & Malhotra, S. 2022, September. Opposites Don't Always Attract: Acquiror and Target CEOs' Personality Dissimilarity and the Acquisition Deal Process. Strategic Management Society Annual International Conference, London, UK.
56. Roman, A. & **Hill, A.** 2022, September. The Link Between Performance Below Historical Aspirations, Team Size, and Member Contribution Dispersion. Strategic Management Society Annual International Conference, London, UK.
55. Nalick, M. Kuban, S., Gangloff, K.A., **Hill, A.**, & Ridge, J. 2022, August. One of These Things is Not Like the Other: How Firms' Post-Misconduct Actions Differ by Misconduct. Academy of Management Annual Meeting, Seattle, WA.
54. Roman, A. & **Hill, A.** 2022, August. Performance Below Historical Aspirations, Team Size, and Member Contribution Dispersion. Academy of Management Annual Meeting, Seattle, WA.
53. Zheng, H., & **Hill, A.** 2021, September. Climbing Across Ladders: How Comobility Affects Career Advancement. Strategic Management Society Annual International Conference. Virtual Presentation.
 - *Finalist for Best Conference Paper Award*
 - *Nominated for Conference PhD Student Paper Prize*
52. Moergen, K., Abdurakhmonov, M., Ridge, J., **Hill, A.**, & Recendes, T. 2020, October. Narcissistic CEOs and the Manipulation of Real Activities. Strategic Management Society Annual International Conference. Virtual Presentation.
51. Zheng, H., Brymer, R. & **Hill, A.** 2020, October. Moving Up by Moving With: Career Motivation of Comobility. People and Organizations Conference. The Wharton School, Philadelphia, PA.

50. Mui, R., & **Hill, A.** 2020, August. Do Gender-Appropriate Executive Actions Benefit Female CEOs? Academy of Management Annual Meeting. Virtual Presentation.
49. Schwarte, Y., Bhussar, M., Zorn, M., & **Hill, A.** October, 2019. Making Your Mark: New CEOs and Firm Performance Following Major Strategic Changes. Southern Management Association Annual Meeting, Norfolk, VA.
 - *Recipient of Best Doctoral Student Paper Award*
48. Klein, F., Hammond, R., **Hill, A.**, & Stice-Lusvardi, R. 2019, August. The Road to Inequity is Paved with Good Intentions: Examining the Gender Pay Gap in Equity Awards. Academy of Management Annual Meeting, Boston, MA.
 - *Recipient of Best Convention Paper Award from HR Division*
 - *Nominated for Best Conference Paper Proceedings*
47. Shao, Y., Song, Y., Koopman, J., **Hill, A.**, & Shi, J. 2019, August. Opening Up the Black Box Between CEO Self-Esteem and Firm Performance: The Mediation Role of CEO Helping. Academy of Management Annual Meeting, Boston, MA.
46. Klein, F., **Hill, A.**, Devers, C., & Hinkel, M. 2018, September. Analyzing How CEO Gender Affects the Relationship Between Compensation and Firm Risk-Taking. Strategic Management Society Annual International Conference. Paris, France.
45. Recendes, R., Aime, F., **Hill, A.**, & Petrenko, O. 2018, August. Bargaining Your Way to Success: Machiavellian CEOs and Organizational Performance. Academy of Management Annual Meeting, Chicago, IL.
 - *Recipient of Best Student Paper Award*
 - *Nominated for Best Conference Paper Proceedings*
 - *Selected as participant in MOC Division Showcase Symposium*
44. Klein, F., **Hill, A.**, Devers, C., & Hinkel, M. 2018, August. One Size Doesn't Fit All: Gender Differences in the CEO Compensation-Firm Risk-Taking Relationship. Academy of Management Annual Meeting, Chicago, IL.
43. Solomon, B., Humphrey, S., Aime, F., Cushenbery, L., & **Hill, A.** 2018, July. Like Children Do: Core Dyads in Groups and Teams. Annual Interdisciplinary Network for Group Research (INGroup). Bethesda, MD.
42. Nalick, M., Kuban, S., **Hill, A.**, & Ridge, J. 2017, October. When are Firms More Likely to (dis)continue Association with Scandalized Politicians? Theory and Evidence. Strategic Management Society Annual International Conference, Houston, TX.
41. Mui, R., **Hill, A.**, & Aime, F. 2017, October. Stay the Course or Adjust the Sails? Untangling the Effects of CEO Hubris and Narcissism on Failed Aspirations and Problemistic Search. Southern Management Association Annual Conference, St. Petersburg Beach, FL.
40. Mui, R., **Hill, A.**, & Aime, F. 2017, August. CEO Narcissism, Search, and Breadth of Strategic Change. Academy of Management Annual Meeting, Atlanta, GA.

39. **Hill, A.**, Molloy, J. & Chadwick, C. 2017, March. Human Capital Pipelines: Definitional Clarity, Typology, and Theoretical Implications. Strategic Management Society Special Conference, Milan, Italy.
38. Recendes, T., **Hill, A.**, Aime, F., & Petrenko, O. 2016, September. The Bright Side of a Dark Construct: How Machiavellian CEOs Benefit their Firms. Strategic Management Society Annual International Conference, Berlin, Germany.
37. Aime, F., Humphrey, S., Petrenko, O. **Hill, A.**, & Ridge, J. 2016, August. The Cosmetics of Leadership: Understanding the Fading Effects of CEO Assertiveness and Charisma on Market Performance. Academy of Management Annual Meeting, Anaheim, CA.
 - *Selected as participant in Showcase Symposium*
36. Recendes, T. & **Hill, A.** 2016, August. Theory of Entrepreneurial Competitive Action. Academy of Management Annual Meeting, Anaheim, CA.
35. Zorn, M., **Hill, A.**, Shropshire, C., & Combs, J. 2015, October. And Then There Were None: On the Benefits of Going Optionless. Strategic Management Society Annual International Conference, Denver, CO.
34. Ridge, J., Ingram, A., & **Hill, A.** 2015, October. Analyzing How Firms Benefit from Lobbying Scope, Influence, and Expenditures. Strategic Management Society Annual International Conference, Denver, CO.
 - *Nominated for Best Conference Paper Award*
33. **Hill, A.**, Recendes, T., Smith, A., & Ridge, J. 2015, August. With a little help (or hindrance?) from friends: Examining female executives' relationships. Academy of Management Annual Meeting, Vancouver, BC.
32. Scrimshire, A., Wang, C., Whitson, J., **Hill, A.**, & Miller, G. 2015, June. But this Quarter is Supposed to be Lucky!" The Ironic Effects of Status and Luck on Self-Efficacy and Negotiation Outcomes. International Association of Conflict Management Conference. Clearwater, FL.
31. Miller, G., **Hill, A.**, & Cowan, D. 2014, September. Effects of Switching from Contingent Employment to Full-Time Employment on Worker Performance. International Conference on Engaged Management Scholarship, Tulsa, OK.
30. Aime, F., Humphrey, S., Petrenko, O., **Hill, A.**, & Ridge, J. 2014, September. The Cosmetics of Leadership: Understanding the Fading Effects of CEO Assertiveness and Charisma on Market Performance. Strategic Management Society Annual International Conference, Madrid, Spain.
29. Ridge, J., **Hill, A.**, & Kim, J. 2014, September. Explicit and Implicit Political Relationships: The Impact of Corporate Political Investments and Congressional Stock Ownership on Firm Performance. Strategic Management Society Annual International Conference, Madrid, Spain.
28. Humphrey, S., Aime, F., Cushenbery, L., **Hill, A.**, & Fairchild, J. 2014, August. Team Conflict Dynamics: A Multi-level Longitudinal View of Conflict for Team Performance. Academy of Management Annual Meeting, Philadelphia. PA.

27. Petrenko, O., **Hill, A.**, Aime, F., & Ridge, J. 2014, August. The Videometric Approach: Measuring Unobservable Individual Constructs. Academy of Management Annual Meeting, Philadelphia, PA.
26. Humphrey, S., Aime, F., Cushenbery, L., Fairchild, J., & **Hill, A.** 2014, July. Team Conflict Dynamics: A Multi-level Longitudinal View of Conflict for Team Performance. INGRoup conference, Raleigh, NC.
25. Petrenko, O., **Hill, A.**, Aime, F., & Ridge, J. 2013, September. Using Observational Ratings in Upper Echelons Research. Strategic Management Society Annual International Conference, Atlanta, GA.
24. **Hill, A.**, Johnson, S., & Ridge, J. 2013, September. Capability Cues and the Updating of Organizational Reputation Assessments. Strategic Management Society Annual International Conference, Atlanta, GA.
23. Petrenko, O., Aime, F., **Hill, A.**, & Ridge, J. 2013, August. Hidden Nature of Corporate Social Responsibility: An Inquiry into Personal Motivations. Academy of Management Annual Meeting, Lake Buena Vista, FL.
22. **Hill, A.**, Upadhyay, A., & Beekun, R. 2012, October. Are Female and Ethnically Diverse CEOs Discriminated Against or do They Benefit from Their Rarity? An Empirical Examination. Southern Management Association Annual Conference, Ft. Lauderdale, FL.
21. Aime, F., Petrenko, O., **Hill, A.**, & Ridge, J. 2012, September. Narcissists Can Save the World: CEO Characteristics and Corporate Social Responsibility. Strategic Management Society Annual International Conference, Prague, Czech Republic.
20. **Hill, A.**, & Ridge, J. 2012, August. Organizational reputation: Social judgment or rational expectation? Academy of Management Annual Meeting, Boston, MA.
19. Ridge, J., **Hill, A.**, Aime, F., & Petrenko, O. 2012, August. Pay structure implications for turnover in the CEO's top team. Academy of Management Annual Meeting, Boston, MA.
 - *Nominated for Best Conference Paper Proceedings*
18. Greenbaum, R., **Hill, A.**, Eissa, G., Bardes, M., & Quade, M. 2012, April. Machiavellianism to Unethical Behavior: The Moderating Role of Leadership. Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA.
17. **Hill, A.**, Ridge, J., & Aime, F. 2011, November. Pay For Performance? Evidence That Pay and Contribution Dispersions Work in Concert to Affect Organizational Performance. Strategic Management Society Annual International Conference, Miami, FL.
 - *Nominated for Best Paper Award and Best Paper for Practice Implications Award*
16. Ridge, J., Aime, F., & **Hill, A.** 2011, November. Big Winners and Sore Losers: Competition and Eligibility in the CEO Succession Process. Strategic Management Society Annual International Conference, Miami, FL.
15. Petrenko, O., **Hill, A.**, & Aime, F. 2011, November. Divestment: Examining the Effects of CEO Self-Interest. Southern Management Association Annual Conference, Savannah, GA.

14. Quade, M., **Hill, A.**, & Ridge, J. 2011, November. Firm Governance in Response to Complexity: The Checks and Balances of Executive Discretion and Board Monitoring. Presented at the Southern Management Association Annual Conference, Savannah, GA.
13. Johnson, S., **Hill, A.**, & Ridge, J. 2011, August. How Human Resource Mobility Affects Competitive Advantage and Competitive Heterogeneity. Academy of Management Annual Meeting, San Antonio, TX.
12. Greenbaum, R., **Hill, A.**, & Eissa, G. 2011, August. Machiavellianism to Unethical Behavior: An Examination of Moderators. Academy of Management Annual Meeting, San Antonio, TX.
11. Johnson, S., Pappas, J. & **Hill, A.** 2011, February. Organizational Memory and Individual Prior Experience: Epistemology of Practice in the NFL. Organization Science Winter Conference, Steamboat Springs, CO.
10. Paul, J., Ridge, J., **Hill, A.**, Johnson, P., & Wallace, J. 2010, October. Team Innovation and Effectiveness: The Mediating Role of Team Processes. Southern Management Association Annual Conference, St. Petersburg Beach, FL.
9. **Hill, A.**, Ridge, J. & White, M. 2009, October. An Empirical Investigation of Executive Job Attainment and Retention. Strategic Management Society Annual International Conference, Washington, DC.
8. Ridge, J., White, M. & **Hill, A.** 2009, October. Divestment: The Other Part of “What Businesses a Firm Should Be In.” Strategic Management Society Annual International Conference, Washington, DC.
7. Johnson, P., Wallace, J., **Hill, A.**, & Ridge, J. 2009, August. Creative Self-Efficacy, Regulatory Focus, and Innovation. Academy of Management Annual Meeting, Chicago, IL.
6. **Hill, A.**, Ridge, J., Wallace, J., & Johnson, P. 2009, August. Entrepreneurial Motivational Foci and Firm Performance: The Moderating Role of Environmental Dynamism. Academy of Management Annual Meeting, Chicago, IL.
5. Ridge, J. & **Hill, A.** 2009, August. Division of Executive Attention: An Attention-Based View of Organizational Exploration and Exploitation. Academy of Management Annual Meeting, Chicago, IL.
4. **Hill, A.**, Ridge, J. Wallace, J., & Little, L. 2009, April. CEO Regulatory Fit: Regulatory Foci, Environmental Dynamism and Firm Performance. Society for Industrial and Organizational Psychology Annual Meeting, New Orleans, LA.
3. **Hill, A.**, Ridge, J. & Johnson, P. 2008, October. The Advantage of Status: How Organizations Benefit from Social Standing. Southern Management Association Annual Meeting, St. Petersburg Beach, FL.
2. Ridge, J., **Hill, A.** & Johnson, S. 2008, August. Learning to Compete: The Life-Cycle of a Strategic Innovation. 2008. Academy of Management Annual Meeting, Anaheim, CA.
1. Johnson, S., **Hill, A.**, & Ridge, J. 2008, April. Resource and Strategic Advantage in the NFL. INFORMS Southwest Regional Conference, College Station, TX.

Conference Symposia, Professional Development Workshops, and Caucuses Organized

8. Cowen, A., **Hill, A.** & Laureiro-Martinez, D. 2002, September. Furthering Strategic Management Research through Collaborative Sharing of Code, Data, and Other Tools. Strategic Management Society Annual International Conference. London, England.
7. Humphrey, J. & **Hill, A.** 2021, November. Scholarly Conversations in Macro Research. Symposium at Southern Management Association Annual Meeting, New Orleans, LA.
6. Picone, P., DeMassis, A., Tang, Y., Haynes, K., **Hill, A.**, Hitt, M., Neubaum, D., Payne, T., & Xu, K. 2019, August. Psychological Foundations of Management. Professional Development Workshop at the Academy of Management Annual Meeting, Boston, MA.
5. **Hill, A.**, & Lanier, P. 2017, October. So You Got Tenure, Now What? Career Paths Symposium. Symposium at Southern Management Association Annual Meeting, St. Petersburg Beach, FL.
4. **Hill, A.**, & Lanier, P. 2017, October. Management Teaching: Idea Sharing and Q&A. Symposium at Southern Management Association Annual Meeting, St. Petersburg Beach, FL.
3. **Hill, A.**, & Vassar, M. 2013, November. Measurement in Executive Research: Obstacles, Opportunities, and Observations. Symposium at Southern Management Association Annual Meeting, New Orleans, LA.
2. **Hill, A.**, & Johnson, P. 2012, August. Sports as a Context for Studying Organizational Phenomena. Caucus at the Academy of Management Annual Meeting, Boston, MA.
1. Brymer, R. & **Hill, A.** 2010, August. Human Capital and Firm Performance: Future Directions for the RBV and Strategic HRM Overlap. Caucus at the Academy of Management Annual Meeting, Montreal, QE.

Invited Presentations

2023, Date TBD. Harbert College of Business. Auburn University. Auburn AL.

2023, February. Ivy College of Business. Iowa State University. Ames, IA.

2022, November. Multiverse Analysis: A Tool to Estimate, Illustrate, and Investigate the Impact of Researcher Degrees of Freedom. Consortium for the Advancement of Research Methods and Analysis (CARMA).

2022, November. Business School. The Hong Kong Polytechnic University. Hong Kong, People's Republic of China.

2022, April. Innovation, Strategy, Entrepreneurship (ISE) Research Seminar Series 2022. Macquarie Business School. Macquarie University. Sydney, Australia.

2022, February. Corporate Governance and Diversity, Equity, and Inclusion Initiatives. Institute for Human Studies at George Mason University. Arlington, VA.

2022, January. A Methods Lens on Developing a Research Pipeline and Research Identify. Consortium for the Advancement of Research Methods and Analysis (CARMA).

2021, November. Ideas for New Avenues in Upper Echelons Theory. G. Brint Ryan College of Business. University of North Texas. Denton, TX.

2021, April. Endogeneity and the Methodology-Practice Divide. Strategic Management Society Virtual Research Methods Consortium.

2020, January. Darla Moore School of Business. University of South Carolina. Columbia, SC.

2019, May. International Business School. Shaanxi Normal University. Xian, People's Republic of China.

2019, May. Antai College of Economics and Management. Shanghai Jiao Tong University. Shanghai, People's Republic of China.

2018, April. School of Business. Hong Kong Baptist University. Hong Kong, People's Republic of China.

2017, December. Lindner College of Business. University of Cincinnati. Cincinnati, OH.

2017, November. Mendoza College of Business. University of Notre Dame. South Bend, IN.

2017, October. School of Business Administration. University of Mississippi. University, MS.

2017, February. University of Sydney Business School. University of Sydney. Sydney, Australia.

2016, December. School of Business Administration. University of Kansas, Lawrence, KS.

Competitive Research Grant Awards

2. Research Grant (PID 2021-124151NA-I00). Co-PI for "Governing Environmental, Social and Governance (ESG) Practices: The Role of Purpose, Ethics, Compliance, And Innovation (GOVESG)"
Ministry of Education (Spain). €80,041.50 (~\$80,000) from 01/01/2022 to 12/31/2024
1. Research Grant (FAIN-2120500). Co-PI for "Diversity as an Organizational Capability: A Multilevel Examination of Board Composition and Firm Effectiveness."
National Science Foundation (USA): \$350,000 from 10/01/2021 to 9/30/2024

ACADEMIC HONORS AND AWARDS

Journal of Management Outstanding Reviewer Award, 2020

Academy of Management Journal Best Reviewer Award, 2017

Richard W. Poole Research Excellence Award

Awarded annually to Spears School of Business Faculty members based upon yearly publications

- 2017-2018 Academic Year

- 2016-2017 Academic Year
- 2015-2016 Academic Year
- 2014-2015 Academic Year
- 2013-2014 Academic Year
- 2012-2013 Academic Year

Outstanding Reviewer for Stakeholder Strategy Interest Group of the Strategic Management Society
2016 Strategic Management Society Annual International Meeting, Berlin, GE.

Outstanding Reviewer for Strategy Tack of the Southern Management Association
2013 Southern Management Association Annual Meeting, New Orleans, LA.

Outstanding Reviewer for Business Policy and Strategy Division of the Academy of Management
2013 Academy of Management Annual Meeting, Lake Buena Vista, FL.

Phillips Doctoral Dissertation Fellowship, 2009-2010 Academic Year
Awarded annually to Spears School of Business doctoral student based upon research potential.

Ewing M. Kauffman Foundation Fellowship, Summer, 2008

SERVICE CONTRIBUTIONS

Editorial Positions

Associate Editor

- 2020 to present, *Journal of Management*
- 2020 to present, *Research Methodology in Strategic Management* series (Vol. 13 and 14)

Journal Editorial Boards

- *Strategic Management Journal*: 2020 to present
- *Academy of Management Journal*: 2015 to present
- *Strategic Organization*: 2015 to present
- *Journal of Management*: 2014 to present

Founding Committee Member, *Journal of Management Scientific Reports*

Ad Hoc Reviewing

Journals

- 2020 to present: *Academy of Management Review*
- 2018 to present *Administrative Science Quarterly*
- 2017 to present: *Organization Science*
- 2014 to 2020: *Strategic Management Journal*
- 2014 to 2015: *Strategic Organization*
- 2012 to 2015: *Academy of Management Journal*
- 2012 to 2014: *Journal of Management*
- 2008 to 2009: *Career Development International*

Journal Special Issues

- 2020: *Journal of Management Studies* (Heuristics and Biases of Top Managers)
- 2018: *Leadership Quarterly* (Strategic Leadership in Strategic Management Special Issue)
- 2016: *Journal of Management Studies* (Meta-analysis Special Issue)

- 2012: *Journal of Management* (Strategic Human Capital Special Issue)

Conferences

- 2010 to present, Strategic Management Society Annual Meeting
- 2009 to 2015, Business Association of Latin American Studies Annual Conference
- 2008 to present, Academy of Management Annual Meeting
- 2007 to present, Southern Management Association Annual Meeting

Competitions

- 2013 to 2014, INFORMS/*Organization Science* Dissertation Proposal Competition

Professional Organization Leadership

Engagement Officer, Strategic Management Society Strategic Leadership & Governance Interest Group, 2023.

Junior Scholar Mentee, Organization and Management Theory Division of the Academy of Management, 2022-2023.

New Member Engagement Event Facilitator, Strategic Management Society, 2022.

Diversity, Equity, and Inclusion Sub-Committee for Annual Conference Session, Strategic Management Society, 2022.

Officer Rotation, Strategic Management Society Strategic Leadership & Governance Interest Group, 2020 to 2022 (Associate Program Chair to Program Chair to Chair).

Program Co-Chair, Strategic Management Society Special Conference on Strategic Leadership; Las Vegas, NV, March, 2019.

Board of Governors, Southern Management Association, 2017 to 2020.

Rep at Large, Strategic Management Society Strategic Leadership & Governance Interest Group, 2016 to 2018.

Rep at Large, Strategic Management Society Research Methods Community, 2015 to 2016.

Advisory Panel, Strategic Management Society Research Methods Community, 2013 to 2015.

Pre-Doctoral Consortium Co-Coordinator, Southern Management Association, 2014 & 2015.

Track Chair, 2014 Southern Management Association Annual Meeting, Savannah, GA.

Networking Breakfast Event Co-Coordinator, 2013-2014, Southern Management Association Annual Meetings.

Member, New Doctoral Student Consortium Logistics Committee, the 2009 Academy of Management Annual Meeting, Chicago, IL.

Member, New Doctoral Student Consortium Logistics Committee, the 2008 Academy of Management Annual Meeting, Anaheim, CA.

Professional Organization Volunteering

Best Paper Committee, 2022 Southern Management Association Annual Conference

Research Methods Division-CARMA Doctoral Student and Junior Faculty Consortium Presenter,
2019 Academy of Management Annual Conference

Paper Development Workshop Facilitator and Panelist, 2018 Strategic Leadership & Governance
Interest Group, Strategic Management Society Annual International Conference

Research Methods Division-CARMA Doctoral Student and Junior Faculty Consortium Presenter,
2016 Academy of Management Annual Conference

Paper Development Advisor, 2015 Southern Management Association Annual Conference

Doctoral Consortium Presenter, 2015-2017 Southern Management Association Annual Conference

Discussant, 2007-2008; 2012 to 2014, Southern Management Association Annual Conference
Academy of Management New Member Mentoring Program, 2012 to 2013

Presenter, 2010 to 2012, Academy of Management New Doctoral Student Consortium

Doctoral Student Mentorship

University of Florida

Dissertation Committee Member

Jarrold

Dong Hyun Shin, 2021

Macquarie University

External Evaluator

Thien Kim Huynh, 2020

Oklahoma State University

Dissertation Chair

Rachel Mui, 2019

Gregory A. Miller, 2015

Dissertation Committee Member

Alex J. Scrimshire, 2017

Abdel Ben Mohamed, 2016 (Outside Member)

Timothy J. Coomer, 2016

Feibo Shao, 2016

Sohrab Soleimanof, 2016 (Outside Member)

Roger V. Chacko, 2015

Steven B. Wilson, 2015

Oleg V. Petrenko, 2015

Jill (Brown) Weber, 2015 (Outside Member)

Shane Goodwin, 2015 (Outside Member)

Harlan T. Beverly, 2015 (Outside Member)

Mickey B. Smith, 2014

Warren Dyer, 2014

Research Identifiers

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National Science Foundation ID: 000848255