

## David Gaddis Ross

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### Education

<b>New York University, Stern School of Business</b> Ph.D., M.Phil. in Economics (Strategy), <i>New York, NY</i>	2007
<b>University of Pennsylvania, Wharton School</b> M.B.A., <i>Philadelphia, PA</i>	1997
<b>State University of New York at Binghamton</b> B.S. in Economics and Computer Science-Mathematics, <i>Binghamton, NY</i>	1990

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### Academic Positions

<b>University of Florida, Warrington College of Business Administration, Management Department</b> R. Perry Frankland Professor Full Professor Associate Professor Faculty Senator Infrastructure Council	2017–Present 2023–Present 2015–2023 2022–Present 2023–Present
<b>Columbia University, Columbia Business School, Management Division</b> Sanford C. Bernstein & Co. Associate Professor of Leadership and Ethics Associate Professor Assistant Professor	2013–2015 2012 2007–2012
<b>New York University, Stern School of Business, Finance Department</b> Visiting Professor	2011

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### Other Positions

<b>Citigroup, New York, NY &amp; Seoul, South Korea</b> Associate/Vice President, Investment Banking	1998–2001
<b>NatWest Securities, New York, New York &amp; London, England</b> Analyst/Associate, Investment Banking	1992–1995

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### Select Work in Progress (*authorship alphabetical*)

<i>Organizational strategy &amp; governance</i>	<ul style="list-style-type: none"><li>“Implications of Gender Pay Gap for Firm Outcomes” (with David Anderson, Margrét Bjarnadóttir, and Sana Zafar)</li><li>“Pay Equity and Intersectionality: A Formal Analysis” (with David Anderson and Margrét Bjarnadóttir)</li></ul>
<i>Foundations of strategy</i>	<ul style="list-style-type: none"><li>“A Framework for Entrepreneurial Strategy” (with Jarrod Humphrey and Michael Leiblein)</li></ul>

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### Published & Forthcoming Papers (*authorship alphabetical*)

<i>Organizational strategy &amp; governance</i>	<ul style="list-style-type: none"><li>“Do Financial Market Frictions Hurt the Performance of Women-Led Ventures? A Meta-Analytic Investigation” (with Dong Hyun Shin), <i>Strategic Management Journal</i>, 45, 507-534, 2024</li><li>“Bridging the Gap: Applying Analytics to Address Gender Pay Inequity” (with David Anderson and Margrét Bjarnadóttir), <i>Production and Operations Management</i>, 32, 1846-1864, 2023</li><li>“Revisiting Managerial ‘Style’: The Replicability and Falsifiability of Manager Fixed Effects for Firm Policies” (with Victor E. Jarosiewicz), <i>Strategic Management Journal</i>, 44, 858-886, 2023</li><li>“Female CEOs and the Compensation of Other Top Managers” (with Cristian L. Dezsó and Yixuan Li), <i>Journal of Applied Psychology</i>, 107, 2306-2318, 2022</li></ul>
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- “Long-Tenured Independent Directors and Firm Performance” (with Stefano Bonini, Justin Deng, Mascia Ferrari, and Kose John), *Strategic Management Journal*, 43, 1602-1634, 2022
- “On a Firm’s Optimal Response to Pressure for Gender Pay Equity” (with David Anderson, Margrét Bjarnadóttir, and Cristian L. Dezső), *Organization Science*, 30, 214-231, 2019
- “Is There an Implicit Quota on Women in Top Management? A Large-Sample Statistical Analysis” (with Cristian L. Dezső and Jose Uribe), *Strategic Management Journal*, 37, 98-115, 2016
- “An Agency Theory of the Division of Managerial Labor,” *Organization Science*, 25, 494-508, 2014
- “Fatherhood and Managerial Style: How a Male CEO’s Children Affect the Wages of His Employees” (with Cristian L. Dezső and Michael S. Dahl), *Administrative Science Quarterly*, 57, 669-693, 2012
- “Does Female Representation in Top Management Improve Firm Performance? A Panel Data Investigation” (with Cristian L. Dezső), *Strategic Management Journal*, 33, 1072-1089, 2012
- “Are Banks Happy When Managers Go Long? The Information Content of Managers’ Vested Option Holdings for Loan Pricing” (with Cristian L. Dezső), *Journal of Financial Economics*, 106, 395-410, 2012
- “The ‘Dominant Bank Effect’: How High Lender Reputation Affects the Information Content and Terms of Bank Loans,” *Review of Financial Studies*, 23, 2730-2756, 2010

#### *Foundations of strategy*

- “‘Pay-What-You-Want’ Pricing: Creating and Capturing Value through Social Exchange” (with Moonsik Shin), *Academy of Management Review*, 48, 697-718, 2023
- “How a Firm’s Value Capture Affects Value Creation in Its Ecosystem” (with Kose John), *Academy of Management Review*, 47, 646-667, 2022
- “Using Cooperative Game Theory to Contribute to Strategy Research,” *Strategic Management Journal*, 39, 2859-2876, 2018
- “Losing by Winning: The Danger Zone of Adverse Competitor Replacement” (with Richard Makadok), *Strategic Management Journal*, 39, 1990-2013, 2018
- “Taking a Chance: A Formal Model of How Firms Use Risk in Strategic Interaction with Other Firms,” *Academy of Management Review*, 39, 202-226, 2014
- “Taking Industry Structuring Seriously: A Strategic Perspective on Product Differentiation” (with Richard Makadok), *Strategic Management Journal*, 34, 509-532, 2013
- “On Evaluation Costs in Strategic Factor Markets: The Implications for Competition and Organizational Design,” *Management Science*, 58, 791-804, 2012

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#### **Practitioner Articles & Cases**

- “A Better Way for Companies to Address Pay Gaps” (with David Anderson and Margrét Bjarnadóttir), *Harvard Business Review*, February 02, 2024
- “Job Listings and Pay Disclosure Requirements: An Empirical Study of U.S. Monster.com Data” (with David Anderson and Margrét Bjarnadóttir) *Journal of Total Rewards*, September 21, 2023
- “Using People Analytics to Build an Equitable Workplace” (with David Anderson and Margrét Bjarnadóttir), *Harvard Business Review*, January 27, 2022
- “AfreecaTV: The Godfather of Streaming,” *Ivey Publishing*, No. 9B20M183, October 23, 2020
- “Why Companies’ Attempts to Close the Gender Pay Gap Often Fail” (with David Anderson, Margrét Bjarnadóttir, and Cristian L. Dezső), *Harvard Business Review*, January 21, 2019

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#### **Honors & Awards**

- Research Promotion Initiative, University of Florida, 2023
  - First Place, Wharton People Analytics White Paper Competition, 2021
  - Outstanding Faculty Award (selected by students), University of Florida: P2MBA 2016, 2017, 2019; EMBA 2018, 2023
  - Best Paper Award, The Chinese Finance Association, 2011
  - Best Paper Award, Atlanta Competitive Advantage Conference, 2008
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- New York University, Harold W. MacDowell Award, 2007
- New York University, Stern School of Business, Jules I. Bogen Fellowship, 2006–2007
- Distinguished Paper Award, Academy of Management Annual Meeting, 2006
- New York University, Stern School of Business, Doctoral Fellowship, 2002–2006
- Graduation with Distinction, University of Pennsylvania, The Wharton School, 1997
- Graduation with Outstanding Academic Performance, State University of New York at Binghamton, 1990
- Phi Beta Kappa, National Honor Society, 1990

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### **Invited Academic Presentations (\* presentation by co-author)**

- 2024: Strategy Science, The Ohio State University, University of Colorado\*, Tulane University
  - 2023: Academy of Management Annual Meeting\*, Chapman University, People and Organizations Conference at Wharton, University of Florida\*, University of Miami
  - 2022: Boston University, Hong Kong Baptist University, SMS Milan\*, Strategy Science, University of Florida, University of Florida\*, University of Missouri, University of Pittsburgh
  - 2021: Academy of Management Annual Meeting\*, Hong Kong University of Science and Technology, Iowa State University, Korea University, National University of Singapore, Sungkyunkwan University, Villanova University
  - 2020: Academy of Management Annual Meeting, Academy of Management Annual Meeting\*
  - 2019: Assumption College\*, Financial Management Association Annual Meeting\*, Public Company Accounting Oversight Board\*, Strategy Science, University of Delaware\*, University of Florida\*
  - 2018: Breaking Bias: Leadership Excellence and Gender in Organizations Conference (2), Florida Gulf Coast University\*, Ivey Business School\*, Smith Analytics Consortium at the University of Maryland\*, Strategy and the Business Environment Conference at Wharton\*, Washington & Lee University\*
  - 2017: Academy of Management Annual Meeting, INFORMS Analytics Conference\*, Johns Hopkins University\*, People and Organizations Conference at Wharton, POMS Annual Meeting\*, Purdue University, SMS Milan, SMS Milan\*, University of Florida\*, University of Florida College of Law
  - 2016: ESSEC\*, INFORMS Annual Meeting\*, Leadership Excellence and Gender Symposium, National University of Singapore\*, Purdue University, Smith School Research Seminar at the University of Maryland\*, Strategy Science-INFORMS
  - 2015: Academy of Management Annual Meeting, HEC\*, Ohio State University\*, People and Organizations Conference at Wharton, Purdue University\*, Strategy Research Forum, University of Kansas\*
  - 2014: Atlanta Competitive Advantage Conference\*, BI Norwegian Business School, Binghamton University, Copenhagen Business School, George Washington University, Indiana University, INSEAD, ITAM, Ivey Business School, London Business School, Stanford University, Università Commerciale Luigi Bocconi, University of Florida, University of Texas at Dallas, University of Toronto, University of Virginia
  - 2013: American Economic Association Annual Meeting, Harvard Business School, INSEAD\*, Strategy Research Forum, Strategy Research Initiative Annual Meeting\*, University of Maryland, Washington University (Olin)
  - 2012: Academy of Management Annual Meeting, Atlanta Competitive Advantage Conference, London Business School, Louisiana State University, University of Michigan, University of Rhode Island
  - 2011: Aalborg University\*, Academy of Management Annual Meeting, Columbia Business School Annual Strategy Conference, European Summer Symposium in Financial Markets, George Mason University\*, Harvard Kennedy School, National University of Singapore\*, New York University, Northwestern University\*, Strategy Research Initiative-Administrative Science Quarterly Workshop, The Chinese Finance Association Annual Conference, University of Arizona, University of Maryland\*, University of Michigan\*
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- 2010: American Finance Association Annual Meeting, Arizona State University\*, CRES Foundations of Business Strategy Conference, Financial Intermediation Research Society Conference (Florence), NYU Economics of Strategy Conference, Strategy Research Forum, University of Maryland\*
- 2009: Academy of Management Annual Meeting, Atlanta Competitive Advantage Conference\*, Conference on Asia-Pacific Financial Markets (Seoul), CRES Foundations of Business Strategy Conference\*, Financial Intermediation Research Society Conference (Prague), HBS Strategy Conference\*, National University of Singapore, Strategy Research Forum\*, Yonsei University
- 2008: Academy of Management Annual Meeting (2), Atlanta Competitive Advantage Conference (2), Financial Intermediaries and Markets at the Cross Roads (Amsterdam: University of Amsterdam/York University/ECGI), Financial Intermediation Research Society Conference (Alaska), Ludwig Maximilian University\*, University of Illinois\*, University of Michigan (Business Economics)\*, University of Michigan (Strategy)\*, Washington University (Olin)
- 2007: Columbia Business School, Emory University, Georgetown University, Harvard Business School, IESE, INSEAD, Seoul National University, Southern Methodist University, University of Arizona, University of Miami, University of Minnesota, University of Toronto
- 2006: Academy of Management Annual Meeting, Atlanta Competitive Advantage Conference, CRES Foundations of Business Strategy Conference, Federal Reserve Board of Governors, Financial Management Association Annual Meeting, University of South Carolina
- 2005: New York City Area Conference on Financial Intermediation (New York Fed/NYU)

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### **Selected Non-Academic Presentations, Interviews, & Panel Discussions**

- 2021: Academy of Management Annual Meeting: New Doctoral Student Consortium
- 2020: Academy of Management Annual Meeting: Professional Development Workshop on Formal Models
- 2018: University of Maryland: Smith Entrepreneurship Research Conference
- 2016: University of Rochester panel on women in business
- 2011, 2012, 2014: Women Connect @ Columbia
- 2011: Gender Equality: The Smart Thing To Do (Harvard University Video), NBC Nightly News
- 2010: Closing the Gender Gap Conference (Harvard Kennedy School), Global Roundtable on Board Diversity (Corporate Women Directors International & International Finance Corporation), Research Symposium: Bolder Policies for Diversity at the Top? (Columbia University)
- 2009: Columbia Women in Business Conference
- 2008: KBS News

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### **Editorial Responsibilities**

- *Academy of Management Review*, editorial board, 2017-present
- *Strategic Management Journal*: Associate Editor, 2020-2023; editorial board, 2015-2020
- *Strategy Science*: editorial board, 2015-present

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### **Teaching Experience**

- EMBA, P2MBA, WP MBA, and MIB Global Strategic Management: University of Florida in Spring 2016, Spring 2017, Spring 2018, Spring 2019, Spring 2020, Spring 2021, Fall 2022, Spring 2023, Fall 2023, Spring 2024
  - MSE Strategy & Disruption in Technology Industries: University of Florida in Spring 2019, Spring 2020, Spring 2021, Spring 2023
  - MSE Online Strategy & Disruption in Technology Industries (asynchronous): University of Florida in Spring 2020, Spring 2021
  - Professional Development Program: University of Florida in Spring 2017, Spring 2018, Spring
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2019, Spring 2020

- DBA Core Entrepreneurship: University of Florida in Spring 2016, Fall 2016, Fall 2017, Fall 2018, Fall 2019, Fall 2020
- International Financial Management: New York University, Stern in Spring 2011
- MBA Core Strategy: Columbia Business School in Spring 2008, Fall 2008, Fall 2009, Fall 2010, Fall 2011, Spring 2013, Fall 2013, Fall 2014, Fall 2015
- MBA Global Strategic Management Elective: Columbia Business School in Spring 2013, Fall 2013, Spring 2014, Spring 2015
- EMBA Core Strategy: Columbia Business School in Fall 2008, Fall 2009
- PhD Strategy Elective: Columbia Business School in Spring 2008, Spring 2010
- Executive Education on Strategy and Gender in the workplace: Accenture (executives from SK) in 2015, 2016; Columbia Business School in 2012, 2013, 2014; Hebrew University in New York in 2013; KPMG Korean Financial Management Academy (executives from LG, SK & Samsung) in 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018; Oliver Wyman in 2012, 2013, 2015

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### Selected Research Coverage in Media

- “Does Female Representation in Top Management Improve Firm Performance? A Panel Data Investigation” (with Cristian L. Dezső) featured in *The New York Times*, *The Washington Post*, *The Atlantic*, *The McKinsey Quarterly*, *Forbes*, *BNET*, *The Boston Globe*, *NBC Nightly News*, and *Columbia News Service*
- “Fatherhood and Managerial Style: How a Male CEO’s Children Affect the Wages of His Employees” (with Michael S. Dahl and Cristian L. Dezső) featured in *The Wall Street Journal*, *The Economist*, *Yahoo!* (front page), Andrew Sullivan’s *The Daily Dish*, *Le Monde*, *The New York Times*, *Bloomberg Businessweek*, *Forbes*, *The Financial Times*, *Daily Mail*, *Time*, and *BNET*
- “Is There an Implicit Quota on Women in Top Management? A Large-Sample Statistical Analysis” (with Cristian L. Dezső and Jose Uribe) featured in *The Guardian*, *The Huffington Post*, *The Sunday Times*, *The Telegraph*, and *The Washington Post*

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### Doctoral Student & Post-Doc Advising (Placement)

- Post-Doc Supervisor: Moonsik Shin (Chapman University), Sana Zafar (Georgia Southern)
- PhD Chair: Jarrod Humphrey (Xavier University), Dong Hyun Shin (City University of Hong Kong)
- PhD Committee Member: Mishari Alnahedh, Victor E. Jarosiewicz, Ryan Michigan, Umrit Ozmel, Jose Uribe
- DBA Chair: Jason Altmire, James Fatzinger, Lawrence Pino

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### Outside Activities

**PayAnalytics**, *Reykjavik, Iceland*

*2018-Present*

- Academic Collaborator

**20-first**, *London, UK*

*2019-Present*

- Advisor