

CURRICULUM VITAE

Adam L. Steinbach

Darla Moore School of Business | University of South Carolina
1014 Greene Street, Columbia SC, 29208
(803) 777-5966 | adam.steinbach@moore.sc.edu

ACADEMIC EMPLOYMENT

2016 – Present **University of South Carolina**, Darla Moore School of Business
Assistant Professor

EDUCATION

Ph.D. (2016) – **Michigan State University**, Eli Broad College of Business
Major: Strategic Management
Minor: Sociology

Dissertation: “Climbing out of the hole or digging deeper: A model of customer reactions to product recalls and recalling firm responses”

Committee: Dr. Gerry McNamara – Chair
Dr. Donald E. Conlon
Dr. Cynthia E. Devers
Dr. Michael J. Mannor (*University of Notre Dame*)

B.B.A. (2010) – **University of Notre Dame**, Mendoza College of Business
Major: Finance
Minor: Hesburgh Program in Public Service

RESEARCH INTERESTS

My research addresses two related research streams. First, my research explores the relationship between various drivers of executive behavior and strategic actions. This includes a broad set of individual characteristics, governance mechanisms, and organizational and social factors that ultimately influence the manner in which executives manage their firms. Second, my research examines the consequences of strategic actions, including the often reciprocal relationship between executive actions and social evaluations from various stakeholders.

REFEREED PUBLICATIONS

Steinbach AL, Gamache DL, & Johnson RE. (In press). Don't get it misconstrued: Construal level shifts and flexibility in the upper echelons. *Academy of Management Review*. doi: <https://doi.org/10.5465/amr.2017.0273>

Mannor MJ, Matta FK, Block ES, **Steinbach AL**, & Davis JH. (2019). A liability of breadth? The conflicting influences of experiential breadth on perceptions of founding teams. *Journal of Management*, 45(4): 1540-1568.

Steinbach AL, Holcomb TR, Holmes RM, Devers CE, & Cannella AA. (2017). Top management team heterogeneity, strategic investment behavior, and performance: A contingency theory of incentive alignment. *Strategic Management Journal*, 38(8): 1701-1720.

Wowak AJ, Gomez-Mejia LR, & **Steinbach AL**. (2017). Inducements and motives at the top: A holistic perspective on the drivers of executive behavior. *Academy of Management Annals*, 11(2): 669-702.

BOOK CHAPTERS AND PROCEEDINGS

Steinbach AL, Devers CE, McNamara G, & Li J. (2016). Peering into the executive mind: Expanding our understanding of the motives for acquisitions. In Finkelstein and Cooper (Eds.) *Advances in Mergers and Acquisitions* (pp 145-160). Emerald Group Publishing Limited: Bingley, UK.

Mannor MJ, Matta FK, Block ES, **Steinbach AL**, & Davis JH. (2012). The liability of breadth? Biased evaluations of founding team experience in threatening vs. opportunistic environments for new ventures. *Academy of Management Best Paper Proceedings*.

SELECTED MANUSCRIPTS IN PROGRESS

Gamache DL, Busenbark J, Lee EY, & Steinbach AL. [Firm temporality and investors]. *Under review at Administrative Science Quarterly*.

Steinbach AL, & Essman S. The hidden dangers of CEO pay: Exploring the effects of CEO and employee compensation on employee safety. *Preparing for submission to Academy of Management Journal*.

Steinbach AL, Haleblan J, & McNamara G. Seeking advice: Examining market responses to acquirers relying on advisor experience. *Preparing for submission to Journal of International Business Studies*.

Steinbach AL, & McNamara GM. Climbing out of the hole or digging deeper: A model of customer reactions to product recalls and recalling firm responses. *Preparing for submission to Administrative Science Quarterly*.

Steinbach AL, Shamsie J, & Gamache DL. Organizing for creative outcomes: Role dispersion and concentration on Bollywood film projects. *Data collection is underway*.

Steinbach AL, Gamache DL, Pan L, Iqbal R, & Johnson RE. Shifting gears: The influence of CEO construal shifts on novel strategic decision-making. *Data collection is underway.*

Steinbach AL, & Pan L. Not just the facts but how they're told: How media coverage of product recalls is shaped by firms' public relations efforts. *Data collection is underway.*

Gamache DL, McNamara G, Steinbach AL, & Campbell R. CEO celebrity and charisma: Their unique effects on CEO dismissal and turnover reaction. *Data collection is underway.*

Gamache DL, Steinbach AL, Devers CE, Otner S, & Hannigan T. A multi-dimensional look at the role of reputation and CEO compensation on acquisition investment. *Data collection is underway.*

REFEREED CONFERENCE PRESENTATIONS

Steinbach AL, Pan L, Iqbal R, & Johnson RE. Shifting gears: The influence of CEO construal shifts on novel strategic decision-making. *Strategic Management Society, Special Conference, Las Vegas, NV.* (March, 2019)

Steinbach, AL. Climbing out of the hole or digging deeper: A model of customer reactions to product recalls and recalling firm responses. *Strategic Management Society, Annual Conference, Houston, TX.* (October, 2017)

Steinbach, AL. Climbing out of the hole or digging deeper: A model of customer reactions to product recalls and recalling firm responses. *Academy of Management, Annual Meeting, Atlanta, GA.* (August, 2017)

Steinbach, AL, & McNamara GM. Climbing out of the hole or digging deeper: A model of customer reactions to product recalls and recalling firm responses. *FINT, Annual Conference, Dublin, Ireland.* (November, 2016)

Steinbach, AL, Shamsie J, Koopman J, & Gamache DL. Organizing for creative outcomes: Role dispersion and concentration on Bollywood film projects. In Shamsie et al. (Symposium Chairs), *Competing for the future: Lessons from the global motion picture industry. Southern Management Association, Annual Meeting, St. Pete's Beach, FL.* (October, 2015)

Devers CE, McNamara G, Roth N, & Steinbach AL. When do investors react to CEO equity actions after acquisitions? A value-creation uncertainty explanation. *Strategic Management Society, Annual Conference, Denver, CO.* (October, 2015 – nominated for SMS Best Paper prize)

Gamache DL, Steinbach AL, Devers, CE, Otner S, & Hannigan T. A multi-dimensional look at the role of reputation and CEO compensation on acquisition

- investment. *Oxford University Centre for Corporate Reputation Symposium, Oxford, UK.* (September, 2015)
- Haleblian J, Steinbach AL, & McNamara G. With experience comes wisdom? Examining market responses to acquirers relying on investment bank experience. *Southern Management Association, Annual Meeting, Savannah, GA.* (November, 2014)
- Gamache DL, Steinbach AL, Devers CE, & Otner S. The impact of firm reputation and CEO compensation on acquisition activity. *Strategic Management Society, Annual Conference, Madrid, Spain.* (September, 2014)
- Haleblian J, Steinbach AL, & McNamara G. With experience comes wisdom? Difficulties of learning from and using advisor acquisition experience. *Strategic Management Society, Annual Conference, Atlanta, GA.* (October, 2013)
- Steinbach AL, & Block ES. Built to last or cashing in? The role of firm orientations and environments on entrepreneurial investor evaluations. *Strategic Management Society, Annual Conference, Atlanta, GA.* (October, 2013)
- Haleblian J, Steinbach AL, & McNamara G. With experience comes wisdom? Difficulties of learning from and using advisor acquisition experience. *Academy of Management, Annual Meeting, Orlando, FL.* (August, 2013)
- Steinbach AL, & Block ES. Built to last or cashing in? The role of firm orientations and environments on entrepreneurial investor evaluations. *Academy of Management, Annual Meeting, Orlando, FL.* (August, 2013)
- Block ES, Matta FK, & Steinbach AL. The liability of breadth? Biased evaluations of founding team experience in threatening vs. opportunistic environments for new ventures. *Strategic Management Society, Annual Conference, Prague, Czech Republic.* (October, 2012)
- Mannor MJ, Block ES, Matta FK, Steinbach AL, & Davis JH. The liability of breadth? Biased evaluations of founding team experience in threatening vs. opportunistic environments for new ventures. *Academy of Management, Annual Meeting, Boston, MA.* (August, 2012 - *Included in Conference Best Paper Proceedings*)

CHAired CONFERENCE SESSIONS

- “TMT Characteristics and Decision-Making.” *Academy of Management, Annual Meeting, Chicago, IL.* (August, 2018)
- “Risky Business in Strategic Decision-Making.” *Strategic Management Society, Annual Conference, Houston, TX.* (October, 2017)

- “Cognition at the Top: Socio-Cognitive Processes in Top Management Teams.”
Academy of Management, Annual Meeting, Atlanta, GA. (August, 2017)
- “Process, Renewal, and Change.” *Academy of Management, Annual Meeting, Anaheim, CA.* (August, 2016)
- “Individuals and Innovation.” *Academy of Management, Annual Meeting, Vancouver, BC.* (August, 2015)
- “Perspectives on Strategic Decision Making.” *Academy of Management, Annual Meeting, Orlando, FL.* (August, 2013)

AWARDS AND GRANTS

- Moore School Research Grant (2016-2017 Academic Year)
- Michigan State University Graduate School Dissertation Completion Fellowship
(Spring, 2016)
- STRIDE Fund (with DL Gamache & CE Devers) – MSU Management Advisory Board
(April, 2014)
- Outstanding Reviewer Award, AOM Annual Meeting (BPS division– 2014, 2015, 2017; ENT division – 2013, 2014)
- Outstanding Reviewer, SMA Annual Meeting (2014)
- Academy of Management *Best Paper Proceedings* in ENT Division (2012)

PROFESSIONAL SERVICE

University of South Carolina:
Doctoral Program Committee, Department of Management

Ad Hoc Reviewer:

Academy of Management Journal
Academy of Management Review
Journal of Management
Journal of Operations Management
Organizational Behavior and Human Decision Processes
Strategic Management Journal

Conference Reviewer:

Academy of Management
Southern Management Association
Strategic Management Society

PROFESSIONAL MEMBERSHIPS

Academy of Management (BPS & OMT Divisions)
Strategic Management Society

DOCTORAL CONSORTIA & PROFESSIONAL DEVELOPMENT WORKSHOPS

September 2015, Oxford Symposium Doctoral Workshop, Oxford University Centre for Corporate Reputation Symposium, Oxford, UK.

August 2015, Psychological Foundations of Management: CSE, Hubris, and Humility, Academy of Management, Annual Meeting, Vancouver, BC.

August 2015, Who's Next? The Second Pecha Kucha about Social Evaluations (Presenter), Academy of Management, Annual Meeting, Vancouver, BC.

September 2014, SMS Doctoral Workshop, Strategic Management Society, Annual Conference, Madrid, Spain.

August 2014, BPS Division Doctoral Consortium, Academy of Management, Annual Meeting, Philadelphia, PA.

June 2014, Ph.D. Student Roundtable Discussions, Midwest Strategy Meeting, Madison, WI.

August 2012, New Doctoral Student Consortium, Academy of Management, Annual Meeting, Boston, MA.

UNDERGRADUATE TEACHING

University of South Carolina

MGMT 407 – Corporate Social Responsibility and Stakeholder Management (Fall, 2019)

MGMT 478 – Strategic Management (Fall, 2016 – Present)

Michigan State University

MGT 409 – Business Policy and Strategic Management (Fall, 2012 – Spring, 2016)

MGT 409 (online) – Business Policy and Strategic Management (Summers 2012 – 2016) – Teaching Assistant

MGT 842 (online) – Leading Strategic Change (Spring, 2016) – Teaching Assistant

MGT 873 (online) – Strategic Decision Making (Spring, 2016) – Teaching Assistant

REFERENCES – AVAILABLE UPON REQUEST