

**Brian L. Connelly**  
Professor and Luck Eminent Scholar  
Raymond J. Harbert College of Business  
Auburn University  
415 W. Magnolia Ave / Auburn, AL 36849  
bconnelly@auburn.edu

## **EDUCATION**

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**Texas A&M University, Mays School of Business.** PhD (2008).

Major: Strategic Management Minor: Marketing

Dissertation Committee: Laszlo Tihanyi (Chair), Michael A. Hitt, S. Trevis Certo, Leonard Berry

**Indiana University, Kelley School of Business.** MBA (2004).

**Johns Hopkins University, Whiting School of Engineering.** MSEE (1994).

**Rutgers University.** BSEE (1987).

Study abroad at City University London.

## **ACADEMIC APPOINTMENTS**

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2016 – Present **Professor, Auburn University**  
**Luck Eminent Scholar**

2012 – 2016 **Associate Professor, Auburn University**  
**McWane Family Professor**

2008 – 2012 **Assistant Professor, Auburn University**  
**COB Advisory Council Professor**

2004 – 2008 **Teaching & Research Assistant, Texas A&M University**

## **RESEARCH**

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My research explores how corporate governance structures affect firm-level outcomes and the key theoretical mechanisms used to describe such influence.

### **Journal Publications:**

Connelly, B.L., Lee, K.B., Tihanyi, L., Certo, S.T., & Johnson, J.L. They Have Something in Common: Action Repertoire Dissimilarity and Joint Performance of Rivals with Common Shareholders. Conditionally accepted for publication in the *Academy of Management Journal*.

Shi, W. & Connelly, B.L. In Press. Is Regulatory Adoption Ceremonial? Evidence from Lead Director Appointment. *Strategic Management Journal*.

Connelly, B.L., Shi, W., Hoskisson, R.E., & Koka, B. In Press. Shareholder Influence on Joint Venture Exploration. *Journal of Management*.

Shi, W., Connelly, B.L., & Cirik, K. In Press. Short seller influence on firm growth: A threat-rigidity perspective. *Academy of Management Journal*.

- Rao, S., Lee, K., Connelly, B.L., & Iyengar, D. In press. Return time leniency in online retail: A signaling theory perspective of buying outcomes. *Decision Sciences*.
- Connelly, B.L., Crook, T.R., Combs, J.G., Ketchen, D.J., & Aguinis, H. 2018. Competence- and integrity-based trust in interorganizational relationships: Which matters more? *Journal of Management*, 44(3): 919-945.
- Connelly, B.L., Shi, W., & Zyung, D. 2017. Managerial Response to Constitutional Constraints on Shareholder Power. *Strategic Management Journal*, 38(7): 1499-1517.
- Shi, W., Connelly, B.L., & Hoskisson, R.E. 2017. External corporate governance: Cognitive evaluation theory insights on agency theory prescriptions. *Strategic Management Journal*, 38(6):1268-1286.  
-Received 2017 Fraud Impact Award from the Houston Association of Certified Fraud Examiners
- Connelly, B.L., Tihanyi, L., Ketchen, D.J., Carnes, C., & Ferrier, W. 2017. Competitive repertoire complexity: Governance antecedents and performance outcomes. *Strategic Management Journal*, 38(5):1151-1173.
- Connelly, B.L., Ketchen, D.J., Gangloff, K.A., & Shook, C.L. 2016. Investor reactions to CEO successor selection in the wake of integrity and competence failures: A policy capturing study. *Strategic Management Journal*, 37(10): 2135-2151.
- Shi, W., Connelly, B.L., & Sanders, W.G. 2016. Buying bad behavior: Tournament incentives and securities class action lawsuits. *Strategic Management Journal*, 37(7): 1354-1378.
- Gangloff, K.A., Connelly, B.L., & Shook, C.L. 2016. Of Scapegoats and Signals: Investor Reactions to CEO Succession in the Aftermath of Wrongdoing. *Journal of Management*, 42(6): 1614-1634.
- Plummer, L.A., Allison, T.H., & Connelly, B.L. 2016. Better together? Signaling interactions in the pursuit of new venture capital. *Academy of Management Journal*, 59(5): 1585-1604.
- Connelly, B.L., Haynes, K., Tihanyi, L., Gamache, D., & Devers, C. 2016. Minding the gap: Antecedents and consequences of top management-to-worker pay dispersion. *Journal of Management*, 42(4): 862-885.
- Helmuth, C., Craighead, C., Connelly, B.L., Collier, D., & Hanna, J.B. 2015. Supply chain management research: Key elements of study design and statistical testing. *Journal of Operations Management*, 36:178-186.
- Connelly, B.L., Tihanyi, L., Crook, T.R., & Gangloff, K.A. 2014. Tournament theory: Thirty years of contests and competitions. *Journal of Management*, 40(1): 12-43.
- Bergh, D.D., Connelly, B.L., Ketchen, D.J., & Shannon, L.M. 2014. Signalling theory and equilibrium in strategic management research: An assessment and a research agenda. *Journal of Management Studies*, 51(8): 1334-1360.
- Connelly, B.L., Ketchen, D.J., & Hult, G.T.M. 2013. Global supply chain management: Toward a theoretically-driven research agenda. *Global Strategy Journal*, 3(3): 227-243.
- Upton, J., Ketchen, D.J., Connelly, B.L. & Ranft, A. 2012. Competitor analysis and foothold moves. *Academy of Management Journal*, 55(1): 93-110.
- Connelly, B.L., Miller, T., & Devers, C. 2012. Under a cloud of suspicion: Trust, distrust, and their interactive effect in interorganizational contracting. *Strategic Management Journal*, 33(7): 820-833.
- Connelly, B.L., Johnson, J.L., Tihanyi, L., & Ellstrand, A. 2011. More than adopters: Competing influences in the interlocking directorate. *Organization Science*, 22(3): 688-703.

- Connelly, B.L., Certo, S.T., Ireland, R.D., & Reutzel, C.R. 2011. Signaling theory: A review and assessment. *Journal of Management* 37(1): 39-67.  
--Received JOM 2016 Best Paper and Scholarly Impact Award
- Connelly, B.L., Ketchen, D.J. & Slater, S.F. 2011. Toward a theoretical toolbox for sustainability research in marketing. *Journal of Academy of Marketing Science*, 39: 86-100.
- Connelly, B.L., Tihanyi, L., Certo, S.T., & Hitt, M.A. 2010. Marching to the beat of different drummers: The influence of institutional owners on competitive actions. *Academy of Management Journal* 53(4): 723-742.
- Connelly, B.L., Hoskisson, R., Tihanyi, L., & Certo, S.T. 2010. Ownership as a form of corporate governance. *Journal of Management Studies* 47(8): 1561-1589.
- Aharoni, Y., Tihanyi, L., & Connelly, B.L. 2010. Managerial decision making in international business research: A forty-five-year retrospective. *Journal of World Business* 46: 135-142.
- Connelly, B.L., Ireland, R.D., Reutzel, C., & Coombs, J. 2010. The power and effects of entrepreneurship research. *Entrepreneurship Theory and Practice*, Vol 34(1): 131-149.
- Holcomb, T.R., Holmes, R.M., & Connelly, B.L. 2009. Making the most of what you have: Managerial ability as a source of resource value creation. *Strategic Management Journal*, Vol 30(5): 457-485.  
--Research abstracted in the Harvard Business School Working Knowledge Series, 03 January 2016.
- Hitt, M.A., Tihanyi, L., Miller, T., & Connelly, B.L. 2006. International diversification: Antecedents, outcomes, and moderators. *Journal of Management*, 32(6): 831-867.  
--Awarded JOM 2006 Paper of the Year.

#### **Working papers:**

- Connelly, B.L., Shi, W., & Hoskisson, R.E. Restructuring as a Preventive Measure.
- Connelly, B.L., Shi, W., Walker, H.J., & Hersel, M.C. Searching for a Sign in the Wake of Misconduct: CEO Successors with a Degree from a Religiously Affiliated University
- Connelly, B.L. & Shi, W. Excess Control for Company Founders: A Behavioral Decision Theory Perspective
- Shi, W., Connelly, B.L., & Mackey, J. Board Attributions about Firm Performance
- Connelly, B.L. & Shi, W. Shareholders on the board: Consequences for CEO dismissal.
- Connelly, B.L. & Shi, W. Excess Control Rights in Family Firms: A Socioemotional Wealth Perspective.

#### **Book Chapters and Other Publications:**

- Svyantek, D.J., Connelly, B.L., O'Neill, S., Boudreaux, M. Struempfer, B. & Teeter, L. 2017. Academic Clustering among College Athletes: Using Person Analysis to Inform Education Training Practices. In Svyantek, D.J. (Ed.) *Sports and Understanding Organizations*. Charlotte: Information Age Publishing.
- Connelly, B.L. 2016. Signal Theory. In Carroll, C.E. (Ed.) *Encyclopedia of Corporate Reputation*. New York: Sage Publications.

- Connelly, B.L. & Van Slyke, E. 2012. The power and peril of board interlocks. *Business Horizons*, 55: 403-408.
- Boss, D.S., Connelly, B.L., Hoskisson, R.E., & Tihanyi, L. 2012. Corporate governance: Ownership interests, incentives, and conflicts. In Wright, M., Siegel, D. S., Keasey, K. & Filatotchev, I. (Eds.). *Handbook on Corporate Governance*. Oxford, U.K.: Oxford University Press.
- Certo, S.T., Connelly, B.L., & Tihanyi, L. 2008. Managers and their not-so-rational decisions. *Business Horizons*, Vol. 51(2): 113-119.
- Connelly, B.L., Hitt, M.A., DeNisi, A.S., & Ireland, R.D. 2007. Expatriates and corporate-level international strategy: Governing with the knowledge contract. *Management Decision* (special issue on hierarchical strategies), Vol. 45(3): 564-581.
- DeNisi, A.S., Toh, S.M., & Connelly, B.L. 2006. Building expatriate-host country national relationships: The effects of human resource practices, international strategy, and mode of entry. In Morley, M. J., Heraty, N., & Collings, D. (Eds.). *International HRM and international assignments* Hampshire, United Kingdom: Palgrave Macmillan.

## TEACHING

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**Auburn University**, 2008 - Present

Avg Eval = 5.8/6.0

Taught: Undergraduate (Strategic Management, Entrepreneurship)

Masters (Strategic Analysis, International Business)

PhD (Advanced Topics in Strategy)

**Texas A&M University**, 2004-2008.

Avg Eval = 4.6/5.0

Taught: Undergraduate (Strategic Management)

**Andalus University / IAIN** (Indonesia), 1998-2003.

Universities sponsored by World Bank and Asian Development Bank.

Founded elite English-language program for business honors students.

Taught: Various courses in international business and management.

## SERVICE

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### Associate Editor

- *Academy of Management Journal*, 2016-present

### Editorial Board Membership

- *Academy of Management Journal*, 2010-2016
- *Journal of Management*, 2010-2016
- *Journal of Management Studies*, 2010—2016

### Ad-Hoc Reviewing

- *Strategic Management Journal*
- *Organization Science*
- *Journal of International Business Studies*
- *Strategic Entrepreneurship Journal*
- *Journal of Business Venturing*
- *Entrepreneurship Theory and Practice*

## **National Service**

- Board Member, *Southern Management Association*, 2016-present
- Representative-at-Large for the Corporate Strategy and Governance interest group of the *Strategic Management Society*, 2012-2014
- Regular participant in the Strategic Management Society, Academy of Management, and Southern Management Association as reviewer, track chair, discussant, and best paper committee.

## **Auburn University**

International Programs Committee, 2012-present (college-level)

Research Committee, 2011-2015 (college-level)

Faculty Search Committee, 2016 (college-level)

Committee on Intercollegiate Athletics, 2012-2015 (university-level)

Research Impact Committee, 2014-2015 (college-level, chairperson)

Dissertation Committee Chair: Matt Hersel, 2015 – present  
Catherine Helmuth, 2015 – 2018  
Ashley Gangloff, 2011 - 2014

Dissertation Committee Member: Donovan Collier, 2016 - 2018  
Wei Shi, 2013 - 2015  
Jeff Haynie, 2011 - 2013  
Matthew Mazzei, 2011 - 2013

Judge for MBA business plan competition at Auburn University and for Alabama Launchpad.

Presenter for the Auburn University Bank Directors College, 2010.

Grand Marshall for Auburn University graduation, 2015, 2017.

## **INDUSTRY EXPERIENCE**

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**Hughes Network Systems**, Germantown, MD. 1992-1998.

*International Business Development.*

Responsible for sales in Indonesia, Thailand, the Philippines, Vietnam, Malaysia, Singapore, and China. Part of an innovative subsidiary of Hughes that developed DirecTV and point-of-sale satellite networks.

**Westinghouse Electronics**, Baltimore, MD. 1987-1992.

*Systems Engineer/Project Manager.*

Satellite Communications Group. Engineering project management for avionics and electronic communication programs. Winner of Westinghouse Signature Award of Excellence for quality.

## **ACADEMIC AWARDS**

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### **Teaching Awards:**

- Auburn University Alumni Association Outstanding Teacher, 2014.
- Harbert College of Business Outstanding Teacher, 2013.
- Department of Management Outstanding Teacher, 2012.
- Harbert College of Business McCartney Endowed Teaching Award, 2011.

### **Research Awards:**

- Journal of Management Best Paper and Scholarly Impact Award, 2016.
- Harbert College of Business Outstanding Researcher, 2016.
- Department of Management Outstanding Researcher, 2013.
- Academy of Management Conference Best Paper, 2013.
- Harbert College of Business Outstanding Researcher, 2012.
- Harbert College of Business Outstanding Researcher, 2009.
- Journal of Management Best Paper, 2006.

**Other Awards:**

- Journal of Management Studies Outstanding Reviewer, 2016
- Harbert College of Business Outstanding All-Around Faculty, 2015.
- Strategic Management Society Outstanding Reviewer, 2015.
- Southern Management Association Outstanding Reviewer, 2010.

**RESEARCH PRESENTATIONS**

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**Invited Talks and Seminars**

- 2018 George Washington University  
University of Nevada  
University of Tennessee
- 2017 City University of London  
Deakin University  
Imperial College  
University of Cambridge (Judge Business School)  
University of Sydney  
Western University (Ivey School of Business)
- 2016 Georgia State University  
University of Georgia
- 2015 Rice University
- 2012 University of Arkansas
- 2008 Texas Christian University  
University of North Carolina – Charlotte  
University of Oklahoma

**Conference Presentations, Panels, and Workshops**

- 2017 Houston, TX: Strategic Management Society  
St Petersburg, FL: Southern Management Association
- 2016 Anaheim, CA: Academy of Management  
Charlotte, NC: Southern Management Association  
Cozumel, Mexico: Academy of International Business Southeast
- 2015 Denver, CO: Strategic Management Society  
Vancouver, Canada: Academy of Management
- 2014 Philadelphia, PA: Academy of Management
- 2013 Orlando, FL: Academy of Management
- 2012 Fort Lauderdale, FL: Southern Management Association
- 2011 Miami, FL: Strategic Management Society  
San Antonio, TX: Academy of Management
- 2010 Montreal, Canada: Academy of Management
- 2009 Asheville, NC: Southern Management Association  
Chicago, IL: Academy of Management

**IN THE MEDIA**

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**Harbert College in the News, April 4, 2017.** *What to do When Investors Sell You Short?*

<http://harbert.auburn.edu/news/Connelly%20discusses%20management%20and%20short-sellers%20at%20Cambridge.php>

**Business Alabama, Nov 4, 2016.** *CEO Pay Packages Send Instant Message to Investors*

<http://www.businessalabama.com/Business-Alabama/November-2016/CEO-Pay-Packages-Send-Instant-Message-to-Investors/>

**Market Business News, Aug 29, 2016.** *Cooking the Books More Likely When External Control is More Stringent*  
<http://marketbusinessnews.com/cooking-books-likely-external-control-stringent/143130>

**Futurity, Aug 23, 2016.** *Does More Regulation Lead to More Fraud?*  
<http://www.futurity.org/corporate-governance-fraud-1232502/>

**Science Daily, August 22, 2016.** *Strong External Governance Makes Top Managers More Prone to Cheat*  
<https://www.sciencedaily.com/releases/2016/08/160822140531.htm>

**Rice Business Wisdom, Aug 3, 2016.** *You're Not the Boss of Me*  
<http://ricebusinesswisdom.com/strategy-environment/youre-not-the-boss-of-me/>

**USA Today, May 2, 2016.** *\$1 a year? The 9 Absolutely Lowest-Paid CEOs*  
<http://www.usatoday.com/story/money/markets/2016/05/01/1-year-9-absolutely-lowest-paid-ceos/83620822/>

**Harvard Business School Working Knowledge, Jan 3, 2016.** *NFL Black Monday: How Much Do Coaches Really Matter?*

<http://hbswk.hbs.edu/item/nfl-black-monday-insights-how-much-do-coaches-really-matter>

**Harbert Magazine, Fall 2014.** *A Simple Glass of Water*  
[https://issuu.com/harbert/docs/harbertmagazine\\_fall2014\\_opt\\_141117](https://issuu.com/harbert/docs/harbertmagazine_fall2014_opt_141117)

**The Shareholder Magazine, Fall 2013.** *Disparity in Pay has Short-Term, Long-Term Impacts*  
[https://issuu.com/harbert/docs/auburnshareholder\\_131022\\_issue\\_2](https://issuu.com/harbert/docs/auburnshareholder_131022_issue_2)

**New York Times, Feb 8, 2013.** *Azerbaijan is Rich. Now it Wants to be Famous.*  
[http://www.nytimes.com/2013/02/10/magazine/azerbaijan-is-rich-now-it-wants-to-be-famous.html?\\_r=0](http://www.nytimes.com/2013/02/10/magazine/azerbaijan-is-rich-now-it-wants-to-be-famous.html?_r=0)

**Strategy+Business, Feb 10, 2012.** *Using Market Footholds to Confuse the Competition.*  
<http://www.strategy-business.com/article/re00177?gko=4259d>