

## TIMOTHY G. POLLOCK

University of Tennessee – Knoxville  
Haslam College of Business  
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### **EDUCATION**

- Ph.D. University of Illinois at Urbana-Champaign 1998  
Major Concentration: Organization Theory  
Minor Concentration: Research Methods
- MBA University of Texas - Austin, Summa Cum Laude 1990  
Concentration: Management
- B.S. Northern Illinois University, Magna Cum Laude 1988  
Major: Finance Minor: Communications

### **RESEARCH INTERESTS**

My current research focuses on corporate governance and the social construction of entrepreneurial market environments, particularly the initial public offerings (IPO) market. I consider how social and political factors such as reputation, celebrity, status, social capital, impression management activities, media accounts, and the power of different actors influence IPO firm performance, survival, alliance formation activities, and executive recruitment and compensation. I am also interested in how entrepreneurs' experience and organizational resource endowments influence their strategic decision making.

### **ACADEMIC EMPLOYMENT**

University of Tennessee – Knoxville, Haslam Chair in Business	7/18-Present
Pennsylvania State University, Michael J. Farrell Chair in Entrepreneurship	7/16-6/18
Pennsylvania State University, Farrell Professor of Entrepreneurship	7/13-6/16
Pennsylvania State University, Professor	7/08-6/13
Pennsylvania State University, Associate Professor	7/04-6/08
University of Maryland – College Park, Assistant Professor	7/02-7/04
University of Wisconsin - Madison, Assistant Professor	7/98-7/02
University of Illinois, Research Assistant for Prof. Howard Thomas	8/97-7/98
University of Illinois, Research Assistant for Prof. Joseph Porac	5/94 - 8/94, 1/95-8/97
University of Illinois, Teaching Assistant - Introduction to Management	9/94-12/94
University of Illinois, Research Assistant for Prof. James Wade	1/94-5/94
University of Illinois, Teaching Assistant / Instructor - Developing Management Skills	9/93-12/93

University of Texas, Teaching Assistant - Introduction to Finance  
Northern Illinois University, Public Speaking Instructor

1/90 - 5/90  
7/88, 7/93-97

### **NON-ACADEMIC EMPLOYMENT**

**The Longmont Group**, Houston TX

7/91 - 6/93

*Case Design Analyst* - I designed non-qualified benefit plans (SERPS, compensation deferral plans) and long-term disability plans for senior executives of corporations and partners in law firms. I also analyzed estate planning needs of high net worth individuals and designed plans to minimize tax effects on their estates and preserve the clients' wealth for their heirs.

**Coopers & Lybrand**, Houston TX

5/90 - 6/91

*Associate Compensation Consultant* - I designed salary administration and annual incentive bonus plans for small to mid-sized corporations and public institutions. I also conducted custom compensation surveys for corporate clients.

**Elgin West Pharmacy**, Elgin IL

1988-1997

*Advisor* - I assisted in all phases of managing our family business during a period of increasing competition in the local market. This included conducting cash flow analyses to determine the most profitable hours of operation, making personnel decisions, managing cash flows, downsizing the business, making decisions regarding the physical relocation of the store, and finally, the decision to close the business.

### **REFEREED JOURNAL PUBLICATIONS**

Pollock, T.G., Ragozzino, R. & Blevins, D. 2023. Not like the rest of us? How CEO celebrity affects the language used in quarterly earnings calls. Journal of Management, Forthcoming.

Roccapriore, A.Y. & Pollock, T.G. 2023. I don't need a degree, I've got abs: Influencer warmth and competence, communication mode, and stakeholder engagement on social media. Academy of Management Journal, Forthcoming.

Paik, E., Pollock, T.G., Boivie, S., Lange, D. & Lee, P.M. 2022. A star is born: The relationship between performance and achieving status through certification contests in the context of equity analysts. Organization Science, Forthcoming.

Lovelace, J.B., Bundy, J., Pollock, T.G. & Hambrick, D.C. 2022. The push and pull of CEO celebrity attainment: A media routines perspective. Academy of Management Journal, 65(4): 1169-1191.

Acharya, A.G. & Pollock, T.G. 2021. Too many peas in a pod? How overlaps directors' status characteristics affect director exit in newly public firms. Academy of Management Journal, 64(5): 1472-1496.

Han, J-H & Pollock, T.G. 2021. The two towers (or somewhere in between): The behavioral consequences of positional inconsistency across status hierarchies. Academy of Management Journal, 64(1): 967-113.

Lashley, K. & Pollock, T.G. 2020. Dancing with giants: How small, women- and minority-owned firms manage asymmetric relationships with large partners. Organization Science, 31(6): 1313-1335. *Finalist, 2021 Bradford-Osborne Research Award*

Lashley, K. & Pollock, T.G. 2020. Waiting to inhale: Removing stigma in the medical cannabis industry. Administrative Science Quarterly, 65(2): 434-482.

Paruchuri, S., Pollock, T.G. & Kumar, N. 2019. On the tip of the brain: Understanding when negative reputational events can have positive reputation spillovers, and for how long. Strategic Management Journal, 40(12): 1965-1983.

Pollock, T.G., Lashley, K., Rindova, V.P. & Han, J.H. 2019. Which of these things are not like the others? Comparing the rational, emotional and moral aspects of reputation, status, celebrity and stigma. Academy of Management Annals, 13(2): 444-478.

Gomulya, D., Jin, K., Lee, P.M., & Pollock, T.G. 2019. Crossed Wires: Endorsement signals and the effects of IPO firm delistings on venture capitalists' reputations. Academy of Management Journal, 62(3): 641-666.

Hubbard, T.D., Pollock, T.G., Pfarrer, M.D. & Rindova, V.P. 2018. Safe bets or hot hands? How status and celebrity influence strategic alliance formations by newly public firms. Academy of Management Journal, 61(5): 1976-1999.

Lovelace, J., Bundy, J., Hambrick, D.C. & Pollock, T.G. 2018. The shackles of CEO celebrity: Socio-cognitive and behavioral role constraints on 'star' leaders. Academy of Management Review, 43(3): 419-444.

Chatterjee, A. & Pollock, T.G. 2017. Master of puppets: How narcissistic CEOs construct their professional worlds. Academy of Management Review, 42(4): 703-725.

Pollock, T.G., Lee, P.M., Jin, K. & Lashley, K. 2015. (Un)Tangled: Exploring the asymmetric co-evolution of new VC firms' reputation and status. Administrative Science Quarterly, 60(3): 482-517.

Acharya, A.G. & Pollock, T.G. 2013. Shoot for the stars? Predicting the recruitment of prestigious directors by newly public firms. Academy of Management Journal, 56(5): 1396-1419.

Boivie, S., Graffin, S.D. & Pollock, T.G. 2012. Time for me to fly: Predicting director exits from large firms. Academy of Management Journal, 55(6): 1334-1359.

Lee, P.M., Pollock, T.G. & Jin, K. 2011. The contingent value of venture capitalist reputation for entrepreneurial firms. Strategic Organization, 9(1): 33-69.

Pfarrer, M.D., Pollock, T.G. & Rindova, V.P. 2010. A tale of two assets: The effects of firm reputation and celebrity on earnings surprises and investors' reactions. Academy of Management Journal, 53(5): 1131-1152. *Winner, Oxford University Centre for Corporate Reputation Best Published Paper Award for 2010.*

Mishina, Y., Dykes, B.J., Block, E.S. & Pollock, T.G. 2010. Why good firms do bad things: The effects of high aspirations, high performance and prominence on the incidence of corporate illegality. Academy of Management Journal, 53(4): 701-722. *Finalist, Academy of Management Journal Best Paper Award for 2010*

Pollock, T.G., Chen, G., Jackson, E.M. & Hambrick, D.C. 2010. How much prestige is enough? Assessing the value of multiple types of high-status affiliates for young firms. Journal of Business Venturing, 25(1): 6-23.

Pollock, T.G., Fund, B.R. & Baker, T. 2009. Dance with the one that brought you? Venture capital firms and the retention of founder-CEOs. Strategic Entrepreneurship Journal, 3: 199-217.

Chen, G., Hambrick, D.C. & Pollock, T.G. 2008. Puttin' on the ritz: Pre-IPO enlistment of prestigious affiliates as deadline-induced remediation. Academy of Management Journal, 51(5): 954-975.

Detert, J.R. & Pollock, T.G. 2008. Values, interests and the capacity to act: Understanding professionals' responses to market-based improvement initiatives in highly institutionalized organizations. Journal of Applied Behavioral Science, 44(2): 186-214.

Wade, J.B., Porac, J.F., Pollock, T.G. & Graffin, S.D. 2008. Star CEOs: Benefit or burden? Organizational Dynamics, 37(2): 203-210.

Pollock, T.G., Rindova, V.P. & Maggitti, P.G. 2008. Market watch: Information and availability cascades among the media and investors in the U.S. IPO market. Academy of Management Journal, 51(2): 335-358. *Winner, 2009 AOM Entrepreneurship Division IDEA Thought Leader Award for best entrepreneurship research published in 2008.*

Pollock, T.G. & Gulati, R. 2007. Standing out from the crowd: The availability enhancing effects of IPO-related signals on alliance formation by entrepreneurial firms. Strategic Organization, 5(4): 339-372.

Wade, J.B., O'Reilly, C.A. & Pollock, T.G. 2006. Overpaid CEOs and underpaid managers: Fairness and executive compensation. Organization Science, 17(5): 527-544.

Wade, J.B., Porac, J.F., Pollock, T.G. & Graffin, S.D. 2006. The burden of celebrity: The impact of CEO certification contests on CEO pay and performance. Academy of Management Journal, 49(4): 643-660.

Rindova, V.P., Pollock, T.G. & Hayward, M.L.A. 2006. Celebrity firms: The social construction of market popularity. Academy of Management Review, 31(1): 50-71.

Mishina, Y., Pollock, T.G. & Porac, J.F. 2004. Are more resources always better for growth? Resource stickiness in market and product expansion. Strategic Management Journal, 25: 1179-1197.

Pollock, T.G. 2004. The benefits and costs of underwriters' social capital in the U.S. initial public offerings market. Strategic Organization, 2(4): 357-388.

Fischer, H.M. & Pollock, T.G. 2004. Effects of social capital and power on surviving transformational change: The case of initial public offerings. Academy of Management Journal, 47(4): 463-481.

Hayward, M.L.A., Rindova, V.P. & Pollock, T.G. 2004. Believing one's own press: The antecedents and consequences of chief executive officer celebrity. Strategic Management Journal, 25(7): 637-653.

Pollock, T.G., Porac, J.F. & Wade, J.B. 2004. Constructing deal networks: Brokers as network 'architects' in the U.S. IPO market and other examples. Academy of Management Review, 29(1): 50-71.

Pollock, T.G. & Rindova, V.P. 2003. Media legitimation effects in the market for initial public offerings. Academy of Management Journal. 46(5): 631-642.

*Reprinted in Strategies for New Venture Development, edited by Ari Ginsberg, Edward Elgar Publishing, 2010.*

Carpenter, M.A., Pollock, T.G. & Leary, M.M. 2003. Governance, the experience of principals and agents, and global strategic intent: Testing a model of reasoned risk taking. Strategic Management Journal, 24: 803-820.

*Reprinted in International Entrepreneurship, edited by Benjamin M. Oviatt and Patricia P. McDougal, Edward Elgar Publishing, 2007.*

Pollock, T.G., Fischer, H.M. & Wade, J.B. 2002. The role of power and politics in repricing executive options. Academy of Management Journal, 45(6): 1172-1182.

Pollock, T.G., Whitbred, R.C. & Contractor, N. 2000. Social information processing and job characteristics: A test and integration of two theories with implications for job satisfaction. Human Communication Research, 26(2): 292-330.

Porac, J.F., Wade, J.B. & Pollock, T.G. 1999. Industry categorizations and the politics of the comparable firm in CEO compensation. Administrative Science Quarterly, 44(1): 112-144.

Thomas, H. & Pollock, T. 1999. From I-O economics' S-C-P paradigm through strategic groups to competence-based competition: reflections on the puzzle of competitive strategy. British Journal of Management, 10(2): 127-140.

*Reprinted in Corporate Strategy (Vol. 1), edited by Jeffrey A. Krug, Sage Publishing, 2009.*

Thomas, H., Pollock, T.G. & Gorman, P. 1999. Global strategic analysis: frameworks and approaches. Academy of Management Executive, 13(1): 70-82.

Wade, J.B., Porac, J.F. & Pollock, T.G. 1997. Worth, words and the justification of executive pay. Journal of Organizational Behavior, 18: 641-664.

Wade, J.B., Porac, J.F., Pollock, T.G. & Meindl, J. 1997. Hitch your wagon to a CEO star? Testing two views about the pay, reputation and performance of top executives. Corporate Reputation Review, 1(1-2): 103-107.

### **INVITED PUBLICATIONS**

Pollock, T.G. 2022. Walking the talk: Applauding AMD's efforts to make academic writing more engaging. Academy of Management Discoveries, 8(4): 491-493.

Pollock, T.G. & Bono, J.E. 2013. *From the Editors* – Being Scheherazade: The importance of storytelling in academic writing. Academy of Management Journal, 56(3): 629-634.

Barnett, M.L. & Pollock, T.G. 2012. Building and maintaining a strong corporate reputation: A broad look at a core issue. European Financial Review, August/September: 6-9.

Grant, A.M. & Pollock, T.G. 2011. *From the Editors* – Publishing in AMJ - Part 3: Setting the hook. Academy of Management Journal, 54(5): 873-879.

Baker, T. & Pollock, T.G. 2007. Making the marriage work: The benefits of strategy's takeover of entrepreneurship for strategic organization. Strategic Organization, 5(3): 297-312.

### **BOOKS**

Pollock, T.G. 2021. How to Use Storytelling in Your Academic Writing: Techniques for Engaging Readers and Successfully Navigating the Writing and Publishing Processes. Northampton, MA: Edward Elgar.

Barnett, M.L. & Pollock, T.G. (co-editors) 2015. Corporate Reputation: Critical Perspectives on Business and Management. Oxford, UK: Taylor and Francis.

Barnett, M.L. & Pollock, T.G. (co-editors) 2012. The Oxford Handbook of Corporate Reputation. Oxford, UK: Oxford University Press. *Winner, 2013 Bright Idea Award from Seton Hall University and the New Jersey Policy Research Organization*.

### **BOOK CHAPTERS**

Han, J-H, Pollock, T.G. & Paruchuri, S. 2022. Goofus or Gallant? An attribution-based theory of misconduct spillover valance. in Research in the Sociology of Organizations, 40. Forthcoming.

Pollock, T.G., Mishina, Y. & Seo, Y. 2016. Falling stars: Celebrity, infamy, and the fall from (and return to) grace. In D. Palmer, R. Greenwood & K. Smith-Crowe (eds.) Organizational Wrongdoing: Key Perspectives and New Directions. Cambridge, UK: Cambridge University Press: 235-269.

Pollock, T.G. & Lashley, K. 2014. Who needs a shrink when you have BusinessWeek? Using content analysis to get inside the heads of Entrepreneurs, VCs and other market participants. In T. Baker and F. Welter (Eds.) The Routledge Companion to Entrepreneurship. Oxford, UK: Routledge: 423-438.

Baker, Pollock, T.G. & Sapienza, H.J. 2013. Winning an unfair game: How a resource-constrained player uses bricolage to maneuver in a highly institutionalized field. In, A. Corbett & J. Katz (Eds.) Advances in Entrepreneurship, Firm Emergence and Growth, 15. London, UK: Emerald Publishing: 1-41.

Fund, B.R., Pollock, T.G., Baker, T. & Wowak, A. 2008. Who's the new kid? The process of becoming central in venture capitalist deal networks. In J.A.C. Baum & T.J. Rowley (Eds.) Advances in Strategic Management, 25. London, UK: Emerald Publishing: 565-596.

Porac, J.F., Mishina, Y. & Pollock, T.G. 2002. Entrepreneurial narratives and the dominant logics of high growth firms, in Anne Huff & Mark Jenkins (Eds.) Mapping Strategic Knowledge, Thousand Oaks, CA: Sage: 112-136.

### **REFEREED CONFERENCE PROCEEDINGS**

Han, J-H, Pollock, T.G. & Paruchuri, S. 2020. "Public enemies? Reputation, celebrity, and the scandalizing of organizational misconduct" Best Papers Proceedings, Academy of Management Annual Meeting, OMT Division.

Han, J-H & Pollock, T.G. 2019. Eyes wide shut: The competing effects of information availability and visibility enhancement on post-IPO media coverage. Best Papers Proceedings, Academy of Management Annual Meeting, OMT Division.

Lashley, K., Pollock, T.G. & Misangyi, V. 2016. Weed, words and winning: Entrepreneurial storytelling in a stigmatized industry. Frontiers of Entrepreneurship Research BCERC Proceedings.

Hubbard, T.D., Pollock, T.G., Pfarrer, M.D. & Rindova, V.P. 2016. Pump up the volume: The effects of celebrity and status on newly-public firms' access to resources. Best Papers Proceedings, Academy of Management Annual Meeting, OMT Division.

Pollock, T.G., Lee, P.M., Jin, K. & Lashley, K. 2014. Chicken or egg: Exploring the co-evolution of VC firm reputation and status. Frontiers of Entrepreneurship Research BCERC Proceedings.

Pollock, T.G., Lee, P.M., Jin, K. & Lashley, K. 2014. Chicken or egg: Exploring the co-evolution of VC firm reputation and status. Best Papers Proceedings, Academy of Management Annual Meeting, OMT Division.

Mishina, Y., Pollock, T.G. & Bragaw, N.A. 2012. Know when to hold 'em, know when to fold 'em? Differentiating between loss aversion and the house money effect in CEO reactions to firm performance. Best Papers Proceedings, Academy of Management Annual Meeting, OMT Division.

Lee, P.M., Pollock, T.G. & Jin, K. 2007. Substance, symbolism and the 'signal strength' of venture capitalist prestige. Best Papers Proceedings, Academy of Management Annual Meeting, BPS Division.

Pollock, T.G., & Baker, T. 2005. Who's minding the store? Venture capitalist styles and the replacement of founder-CEOs. The Frontiers of Entrepreneurship Research, Proceedings of the Babson/Kauffman Entrepreneurship Research Conference, 403-415.

Pollock, T.G., Gulati, R. & Sadler, A. 2002. Relational and market-based legitimation of Internet IPOs. Best Papers Proceedings, Academy of Management Annual Meeting, BPS Division 11-16.

### **MANUSCRIPTS UNDER REVIEW**

Mmbaga, N., Lashley, K., Williams, D. & Pollock, T.G. “Hurts so good: Stigma balancing in the payday loan industry” *Revise and Resubmit* at Administrative Science Quarterly

Han, J-H., Pollock, T.G. & Graffin, S.D. “Extremely loud and/or incredibly close: How status and categorical proximity shape misconduct scandalization” *Under Second Review* at Academy of Management Journal

Han, J-H, Pollock, T.G. & Paruchuri, S. “Public enemies? Reputation and celebrity as interpretive frames in the scandalizing of organizational misconduct” *Revise and Resubmit* at Strategic Management Journal

Seo, Y. & Pollock, T.G. “Mirror, mirror: Using impression management to influence media reactions to potentially image-enhancing acquisitions” *Under First Review* at Journal of Management Studies

### **WORKING PAPERS**

Pollock, T.G., Beorchia, A., Samba, C. & Crook, T.R. “Which matters more? A meta-analysis of reputation, status and firm performance.

Beorchia, A., Gras, D. & Pollock, T.G. “Strength in numbers? The contingent effects of social capital on ethnic business outcomes”

Han, J-H, Paruchuri, S. & Pollock, T.G. “The (un)usual suspects: Status, celebrity, and misconduct spillovers to bystanders”

Han, J-H & Pollock, T.G. “Eyes wide shut: The competing effects of information availability and visibility enhancement on post-IPO media coverage”

Lashley, K., Pollock, T.G. & Misangyi, V. “Weed, words and winning: Entrepreneurial storytelling in a stigmatized industry”

Chan, R., Rindova, V.P., Pollock, T.G., Gomulya, D., Boeker, W. & Mitchell, T.R. “Breaking ranks: How different sources of status affect the likelihood financial analysts will take bold actions”



Yan, J., Williams, D., Hunt, R. & Pollock, T.G. “Exploring the unknown requires leveraging uncertainty: A real options perspective on patterns and performance of entrepreneurial firms’ internationalization”

## **CONFERENCE PRESENTATIONS**

Pollock, T.G., Beorchia, A. & Roccapriore, A.Y. “The art of storytelling in academic writing” Symposium presented at the Academy of Management Annual Meeting, Virtual Edition, July 2021. *Selected as an All-AOM Showcase Symposium, and Winner of the OMT Division Best Symposium Award.*

Han, J-H, Paruchuri, S. & Pollock, T.G. “The (un)usual suspects: Status, celebrity, and misconduct spillovers to bystanders” Presented at the Academy of Management Annual Meeting, Virtual Edition, July 2021.

Roccapriore, A. & Pollock, T.G. “Fake it ‘til you make it? Emotional communications, rational signaling, and entrepreneurial legitimacy on social media” Presented at the Southern Management Association Annual Meeting, Virtual Edition, October 2020.

Han, J-H, Pollock, T.G. & Paruchuri, S. 2020. “Public enemies? Reputation, celebrity, and the scandalizing of organizational misconduct” Presented at the Academy of Management Annual Meeting, Virtual Edition, August, 2020

Roccapriore, A. & Pollock, T.G. “Fake it ‘til you make it? Emotional communications, rational signaling, and entrepreneurial legitimacy on social media” Presented at the Babson Entrepreneurship Research Conference, Virtual Edition, June, 2020

Han, J-H & Pollock, T.G. 2019. Eyes wide shut: The competing effects of information availability and visibility enhancement on post-IPO media coverage. Presented at the Academy of Management Annual Meeting, Boston, MA, August, 2019.

Hubbard, T., Pollock, T.G., Pfarrer, M.D. & Rindova, V.P. “Pump up the volume: Status and Celebrity as interpretive frames and their effects on newly-public firms’ access to resources” Presented at the Academy of Management Annual Meeting, Anaheim, CA, August, 2016.

Gomulya, D., Lee, P.M. & Pollock, T.G. “Guilt by association: The de-listing of VC-backed firms and their influence on VC reputation.” To be presented at the Academy of Management Society Annual Meeting, Anaheim, CA, August, 2016.

Lashley, K., Pollock, T.G. & Misangyi, V. “Weed, words and winning: Entrepreneurial storytelling in a stigmatized industry” Presented at the Babson Entrepreneurship Research Conference, Bodo, Norway, June, 2016.

Gomulya, D., Lee, P.M. & Pollock, T.G. “Guilt by association: The de-listing of VC-backed firms and their influence on VC reputation.” Presented at the Strategic Management Society Annual Meeting, Denver, CO, October, 2015.

Pollock, T.G., Mishina, Y. & Seo, Y. "Falling stars: Celebrity, infamy, and the fall from (and return to) grace." Presented at the Academy of Management Annual Meeting, Vancouver, BC, August, 2015.

Pollock, T.G., Lee, P.M., Jin, K. & Lashley, K. "Chicken or egg: Exploring the co-evolution of VC firm reputation and status" presented at the Academy of Management Annual Meeting, Philadelphia, PA, August, 2014. – Finalist, *OMT Division Best Paper Award*

Pollock, T.G., Lee, P.M., Jin, K. & Lashley, K. "Chicken or egg: Exploring the co-evolution of VC firm reputation and status" presented at the Babson Entrepreneurship Research Conference, London, Ontario, June 2014.

Pollock, T.G., Lee, P.M., Jin, K. & Lashley, K. "Chicken or egg: Exploring the co-evolution of VC firm reputation and status" presented at the Strategic Management Society Annual Meeting, Atlanta, GA, September 2013.

Lashley, K. & Pollock, T.G. "Dancing with giants: How small, women- and minority-owned firms manage asymmetric relationships with large partners" presented at the Academy of Management Annual Meeting, Orlando, FL, August, 2013

Mishina, Y., Pollock, T.G. & Bragaw, N.A. "Know when to hold 'em, know when to fold 'em? Differentiating between loss aversion and the house money effect in CEO reactions to firm performance" Presented at the Strategic Management Society Annual Meeting, Prague, Czech Republic, November, 2012 – Finalist, *SMS Best Paper Award*

Mishina, Y., Pollock, T.G. & Bragaw, N.A. "Know when to hold 'em, know when to fold 'em? Differentiating between loss aversion and the house money effect in CEO reactions to firm performance" Presented at the Academy of Management Annual Meeting, Boston, MA, August, 2012 – Finalist, *OMT Division Best Paper Award*

Holehonnur, A. & Pollock, T.G. "Shoot for the Stars? Predicting the recruitment of prestigious directors by newly public firms" to be presented at the Academy of Management Annual Meeting, Boston, MA, August, 2012

Holehonnur, A. & Pollock, T.G. "Shoot for the Stars? Predicting the recruitment of prestigious directors by newly public firms" to be presented at the Babson Entrepreneurship Research Conference, Fort Worth, TX, June, 2012

Protprakorn, R., Michael, J. & Pollock, T.G. "Resisting isomorphism: Investigating the adoption of corporate environmentalism", Presented at the Academy of Management Annual Meeting, San Antonio, TX, August, 2011

Baker, T., Pollock, T.G. & Sapienza, H. J. "Strong recipes and weak ingredients: Human capital bricolage and competing with limited advantages", Presented at the Academy of Management Annual Meeting, Montreal, Canada, August 2010

Pollock, T.G., Baker, T. & Fund, B.R. "Learning to Govern: Venture capital firms and the retention of founder-CEOs" Presented at the Academy of Management Annual Meeting, Anaheim, CA, August, 2008.

Baker, T., Pollock, T.G. & Sapienza, H. J. "Winning an unfair game: How a resource-constrained player uses bricolage to maneuver for advantage in a highly institutionalized field" Presented at the Academy of Management Annual Meeting, Anaheim, CA, August, 2008.

Fund, B.R., Pollock, T.G., Baker, T. & Wowak, A. "Who's the new kid? The process of becoming central in venture capitalist deal networks" Presented at the Academy of Management Annual Meeting, Anaheim, CA, August, 2008.

Lee, P.M., Pollock, T.G. & Jin, K. "Substance, symbolism and the 'signal strength' of venture capitalist prestige" Presented at the Academy of Management Annual Meeting, Philadelphia, PA, August, 2007.

Fund, B.R., Pollock, T.G., Baker, T. & Wowak, A. "Who's the new kid? The process of becoming central in venture capitalist deal networks." Presented at the Advances in Strategic Management Developmental Conference, Toronto, Ontario, May, 2007.

Lee, P.M., Pollock, T.G. & Jin, K. "Substance, symbolism and the 'signal strength' of venture capitalist prestige" to be presented at the Smith Entrepreneurship Conference, University of Maryland, April, 2007.

Wade, J.B., O'Reilly, C.A. & Pollock, T.G. "Overpaid CEOs and underpaid managers: Fairness and executive compensation" Presented at the INFORMS Annual Meeting, Pittsburgh, PA, November, 2006

Pollock, T.G., Rindova, V.P. & Maggitti, P.G. "Market Watch: The Role of Media and Investor Information Cascades in the U.S. IPO Market" Presented at the INFORMS Annual Meeting, Pittsburgh, PA, November, 2006

Pollock, T.G., Baker, T. & Fund, B.R. "Learning to Govern? Venture Capitalists and the Replacement of Founder-CEOs in IPO Firms" Presented at the Academy of Management Annual Meeting, Atlanta, GA, August, 2006

Chen, G., Hambrick, D.C. & Pollock, T.G. "Puttin' on the Ritz: The Likelihood and Cost of Entrepreneurial Firms' Last-Minute Hiring of Prestigious Executives and Directors" Presented at the Academy of Management Annual Meeting, Atlanta, GA, August, 2006

Pollock, T.G., Baker, T. & Fund, B.R. "Learning to Govern? Venture Capitalists and the Replacement of Founder-CEOs in IPO Firms" Presented at the London Business School Entrepreneurship Conference, London, England, May, 2006.

Pollock, T.G., Baker, T. & Fund, B.R. "Learning to Govern? Venture Capitalists and the Replacement of Founder-CEOs in IPO Firms" Presented at the Smith Entrepreneurship Conference, University of Maryland, April, 2006.

Pollock, T.G., Chen, G., Jackson, E.M. & Hambrick, D.C. "Symbolic Certification or Substantive Resources? Overtallying the Signaling Value of IPOs' Prestigious Affiliates" to be presented at the Academy of Management Annual Meeting, Honolulu, HI, August, 2005.

Pollock, T.G., & Baker, T. "Who's Minding the Store? Venture Capitalist Styles and the Replacement of Founder-CEOs" to be presented at the Babson/Kauffman Entrepreneurship Research Conference, Wellesley, MA, June, 2005.

Pollock, Timothy G., Violina P. Rindova & Patrick G. Maggitti "Market Watch: The Role of Media and Investor Information Cascades in the U.S. IPO Market" presented at the Academy of Management Annual Meeting New Orleans, LA, August, 2004.

Rindova, Violina P. & Timothy G. Pollock "Celebrity Firms: The Social Construction of Market Popularity" presented at the Academy of Management Annual Meeting Seattle, WA, August, 2003.

Fischer, Harald M. & Timothy G. Pollock "The Role of Human and Social Capital in the Survival of Initial Public Offerings" Presented at the Academy of Management Annual Meeting Denver, CO, August, 2002.

Pollock, Timothy G., Ranjay Gulati & Anthony Sadler "Relational and Market-Based Legitimation of Internet IPOs" Presented at the Academy of Management Annual Meeting Denver, CO, August, 2002. *Included in the Best Papers Proceedings.*

Mishina, Yuri, Timothy G. Pollock and Joseph F. Porac "Are More Resources Always Better for Growth? The Impact of Managerial Logics and Resource Slack on Short-Term Revenue Growth" Presented at the Academy of Management Annual Meeting Denver, CO, August, 2002.

Carpenter, Mason, Timothy Pollock & Myleen Leary "Global Strategic Intent or False Signaling? The Reflection of Boards and Top Managers in the Global Strategies and Performance of IPO Firms" Presented at the Academy of Management Annual Meeting Washington, D.C., August, 2001.

Pollock, Timothy, Harald Fischer & James Wade "The Politics of Repricing Executive Options" Presented at the Academy of Management Annual Meeting Washington, D.C., August, 2001.

Mishina, Yuri, Timothy Pollock, Joseph Porac, Hayagreeva Rao & James Wade "Symbolic Protest in Delegitimizing Attacks on Organizations: The Use of Shareholder Resolutions by Corporate Gadflies" Presented at the Institutions, Conflict & Change Conference, Evanston, IL, December, 2000.

Pollock, Timothy, Harald Fischer & James Wade "The Politics of Repricing Executive Options" Presented at the Strategic Management Society Annual Meeting Vancouver, BC, November, 2000.

Mishina, Yuri, Timothy Pollock and Joseph Porac "Antecedents of Entrepreneurial Growth: The Effects of Growth Logics, Resource Slack, and Environmental Munificence" Presented at the Strategic Management Society Annual Meeting Vancouver, BC, November, 2000.

Carpenter, Mason, Timothy Pollock & Myleen Leary "The Roles of Top Management Team and Director Characteristics in New Venture Globalization and IPO Performance" Presented at the Association for International Business annual conference, Phoenix, AZ, November, 2000.

Mishina, Yuri, Timothy Pollock, Joseph Porac, Hayagreeva Rao & James Wade "Shareholder Activism as Symbolic Voice: The Effect of Managerial and Organizational Characteristics on the Incidence of Shareholder Resolutions" Presented at the Annual Academy of Management Meeting, Toronto, Canada, August, 2000.

Pollock, Timothy "Reputation, Embeddedness and the Power of Investment Banks as Transaction Intermediaries in the Market for Initial Public Offerings" Presented at the Annual Academy of Management Meeting, Toronto, Canada, August, 2000. *Winner of the Lou Pondy Award for best paper based on dissertation research.*

Pollock, Timothy & Violina Rindova "Information Brokers in the Market for Initial Public Offerings: The Role of the Media and Analysts in IPO Valuation" Presented at the Babson/Kauffman Entrepreneurship Research Conference, Boston, MA, June, 2000.

Mishina, Yuri, Timothy Pollock and Joseph Porac "Antecedents of Entrepreneurial Growth: The Effects of Growth Logics, Resource Slack, and Environmental Munificence" Presented at the Babson/Kauffman Entrepreneurship Research Conference, Boston, MA, June, 2000.

Carpenter, Mason, Timothy Pollock & Myleen Leary "The Roles of Top Management Team and Director Characteristics in New Venture Globalization and IPO Performance" Presented at the Babson/Kauffman Entrepreneurship Research Conference, Boston, MA, June, 2000.

Pollock, Timothy & Violina Rindova "Information Brokers in the Market for Initial Public Offerings: The Role of the Media and Analysts in IPO Valuation" Presented at the Institutions, Conflict, & Change Workshop, Evanston, IL, December, 1999.

Mishina, Yuri, Timothy Pollock, Joseph Porac & S. Michael Camp "Entrepreneurial Narratives and the Dominant Logics of High Growth Firms." Presented at the Babson/Kauffman Entrepreneurship Research Conference, Columbia, SC, May, 1999.

Pollock, Timothy, Joseph Porac & James Wade "Weaving the Social Fabric of the IPO Market: Integrating Organizational and Financial Theory" Presented at the Institutions, Conflict, & Change Workshop, Evanston, IL, December, 1998.

Wade, James, Joseph Porac, Timothy Pollock & James Meindl "CEO Reputations and Their Relationship to Company Performance." Presented at the Strategic Management Society Annual Meeting, Orlando, FL, November, 1998.

Porac, Joseph & Timothy Pollock "The Use of Textual Data Analysis in the Study of High Growth Firms" Presented at the Annual Meeting of the Academy of Management (Entrepreneurship Division), San Diego, CA, August, 1998

O'Reilly, Charles, James Wade & Timothy Pollock "Overpaid CEOs and Underpaid Managers: Equity and Executive Compensation." Presented at the American Compensation Association Academic Research Conference, Key West, FL, March, 1998.

Pollock, Timothy, Robert Whitbred & Noshir Contractor "Social Information Processing and Job Characteristics: A Test and Integration of Two Theories with Implications for Job Satisfaction." Presented at the Annual Speech Communication Association Meeting, Chicago, IL, November, 1997.

Pollock, Timothy "Risk, Reputation and Interdependence in the Market for Initial Public Offerings: Embedded Networks and the Construction of Organizational Value," Presented at the INFORMS Fall Meeting, Dallas, TX, October, 1997.

Wade, James, Joseph Porac & Timothy Pollock "Worth, Words and the Justification of Executive Pay," Presented at the Annual Meeting of the Academy of Management (OMT Division), Boston, MA, August, 1997.

Wade, James, Joseph Porac, Timothy Pollock & James Meindl "Big Money and the Star CEO: A Look at the Pay, Reputation and Performance of America's Corporate Chieftains," Presented at the Annual Meeting of the Academy of Management (OMT Division), Boston, MA, August, 1997.

Pollock, Timothy, Joseph Porac & Leann Mischel "Entrepreneurial Dominant Logics and Their Relationship to Organizational Growth," Presented at the Babson/Kauffman Conference on Entrepreneurship, Boston, MA, April, 1997.

Wade, James, Joseph Porac, Timothy Pollock & James Meindl "Big Money and the Star CEO: A Look at the Pay, Reputation and Performance of America's Corporate Chieftains," Presented at the NYU Conference on Corporate Reputation, Image and Competitiveness, New York, NY, January, 1997.

Pollock, Timothy "When It's Time to Change: Peer Group Selection as a Response to Changes in Corporate Performance," Presented at the Annual Meeting of the Academy of Management (BPS Division), Cincinnati, OH, August, 1996.

Wade, James, Timothy Pollock & Joseph Porac "CEO Compensation and the Problem of the Comparable Firm," Presented at the Annual Meeting of the Academy of Management (OMT Division), Cincinnati, OH, August, 1996.

Pollock, Timothy, Robert Whitbred & Noshir Contractor "Social Information Processing, Job Characteristics and Disposition: A Test and Integration of Competing Theories of Job Satisfaction," Presented at the 16th Annual International Sunbelt Social Network Conference, Charleston, SC, February, 1996.

Wade, James, Timothy Pollock & Charles O'Reilly, III "CEO Pay and Trickle-down Economics: The Effect of CEO Pay Equity on Employees," Presented at the Annual Meeting of the Academy of Management (HR Division), Vancouver, BC, August, 1995.

Pollock, Timothy "Closeness, Overlap and Duration: External Influence and Intraorganizational Decision Making," Presented at the Midwest Division of the Academy of Management 38th Annual Conference, St. Louis, MO, April, 1995.

Pollock, Timothy "Closeness, Overlap and Duration: External Influence and Intraorganizational Decision Making," Presented at the Seventh Annual Organizational Communication Mini-Conference, Lawrence, KS, October, 1994.

### **INVITED PRESENTATIONS**

Pollock, T.G., Ragozzino, R. & Blevins, D. "Not like the rest of us? How CEO celebrity affects the language used in quarterly earnings calls" presented at Groningen University, November, 2022.

Pollock, T.G., Ragozzino, R. & Blevins, D. "Not like the rest of us? How CEO celebrity affects the language used in quarterly earnings calls" presented University of Missouri-Columbia, April, 2022.

Pollock, T.G., Ragozzino, R. & Blevins, D. "Not like the rest of us? How CEO celebrity affects the language used in quarterly earnings calls" presented (virtually) at EMTS Berlin, February, 2022.

Lovelace, J., Bundy, J., Pollock, T.G. & Hambrick, D.C. "The push and pull of CEO celebrity attainment" presented (virtually) at the Zicklin School of Business, City University of New York, November, 2020.

Hubbard, T., Pollock, T.G., Pfarrer, M.D. & Rindova, V.P. "Safe Bets or Hot Hands: How Status and Celebrity Influence Newly Public Firms' Strategic Alliance Formations" presented at the University of Tennessee-Knoxville, October, 2017.

Hubbard, T., Pollock, T.G., Pfarrer, M.D. & Rindova, V.P. "Safe Bets or Hot Hands: How Status and Celebrity Influence Newly Public Firms' Strategic Alliance Formations" presented at Rice University, March, 2017.

Hubbard, T., Pollock, T.G., Pfarrer, M.D. & Rindova, V.P. "Safe Bets or Hot Hands: How Status and Celebrity Influence Newly Public Firms' Strategic Alliance Formations" presented at Clemson University, March, 2017.

Hubbard, T., Pollock, T.G., Pfarrer, M.D. & Rindova, V.P. "Safe Bets or Hot Hands: How Status and Celebrity Influence Newly Public Firms' Strategic Alliance Formations" presented at Rutgers University, February, 2017.

Hubbard, T., Pollock, T.G., Pfarrer, M.D. & Rindova, V.P. "Status is from Mars, Celebrity is from Venus: Status and Celebrity as interpretive frames and their effects on newly-public firms' access to resources" presented at the University of Toronto, November, 2016.

Hubbard, T., Pollock, T.G., Pfarrer, M.D. & Rindova, V.P. "Status is from Mars, Celebrity is from Venus: Status and Celebrity as interpretive frames and their effects on newly-public firms' access to resources" presented at Virginia Tech University, April, 2016.

Hubbard, T., Pollock, T.G., Pfarrer, M.D. & Rindova, V.P. "Pump up the volume: Status and Celebrity as interpretive frames and their effects on newly-public firms' access to resources" presented at the University of Virginia, December, 2015.

Pollock, T.G., Lee, P.M., Jin, K. & Lashley, K. "(Un)Tangled: Exploring the asymmetric co-evolution of VC firm reputation and industry centrality" presented at the University of Michigan, January, 2015.

Pollock, T.G., Lee, P.M., Jin, K. & Lashley, K. "Chicken or egg: Exploring the co-evolution of VC firm reputation and industry centrality" presented at Copenhagen Business School, Copenhagen, Denmark, March, 2014.

Acharya, A.G. & Pollock, T.G. "Too many peas in a pod? The internal governance consequences of director status homogeneity in newly public firms" Keynote Speaker Presentation, Madrid Strategy Conference, Madrid, Spain, March, 2014.

Pollock, T.G., Lee, P.M., Jin, K. & Lashley, K. "Chicken or egg: Exploring the co-evolution of VC firm reputation and industry centrality" presented at University of Colorado - Boulder, February 2014.

Pollock, T.G., Lee, P.M., Jin, K. & Lashley, K. "Chicken or egg: Exploring the co-evolution of VC firm reputation and industry centrality" presented at McGill University, April 2013.

Mishina, Y., Pollock, T.G. & Bragaw, N.A. "Know when to hold 'em, know when to fold 'em? Differentiating between loss aversion and the house money effect in CEO reactions to firm performance" presented at Indiana University, November 2012.

Holehonnur, A. & Pollock, T.G. "Shoot for the Stars? Predicting the recruitment of prestigious directors by newly public firms" presented at Indiana University, April 2012.

Holehonnur, A. & Pollock, T.G. "Shoot for the Stars? Predicting the recruitment of prestigious directors by newly public firms" presented at Arizona State University, February 2012.

Holehonnur, A. & Pollock, T.G. "Shoot for the Stars? Predicting the recruitment of prestigious directors by newly public firms" presented at the University of Texas-Austin, February 2012.

Holehonnur, A. & Pollock, T.G. "Shoot for the Stars? Predicting the recruitment of prestigious directors by newly public firms" presented at the University of California-Irvine, February 2012.

Holehonnur, A. & Pollock, T.G. "To hire or not to hire? Predicting the recruitment of prestigious directors by newly public firms" presented at the University of Washington-Seattle, April 2011.

Pollock, T.G. "From high risk revision to AMJ publication: The anatomy of a successful review process" presented at Fordham University, March, 2011.



Lee, P.M., Pollock, T.G. & Jin, K. "The contingent value of venture capitalist reputation for entrepreneurial firms" presented at the University of Arizona, December, 2010

Boivie, S., Graffin, S.D. & Pollock, T.G. "Time for me to fly: Predicting director exits from large firms" Keynote address presented at the Mid-Atlantic Strategy Conference, University of Maryland - College Park, November, 2010.

Lee, P.M., Pollock, T.G. & Jin, K. "The contingent value of venture capitalist reputation for entrepreneurial firms" presented at Imperial College London, September, 2010

Lee, P.M., Pollock, T.G. & Jin, K. "The contingent value of venture capitalist reputation for entrepreneurial firms" presented at Drexel University, April, 2010.

Lee, P.M., Pollock, T.G. & Jin, K. "The contingent value of venture capitalist reputation for entrepreneurial firms" presented at University of California-Irvine, April, 2010.

Pfarrer, M.D., Pollock, T.G. & Rindova, V.P. "The effects of firm reputation and celebrity on earnings surprises and investors' reactions" presented at the University of Illinois at Urbana-Champaign, October 2009.

Lee, P.M., Pollock, T.G. & Jin, K. "Getting the biggest bang for the buck: The contingent value of venture capitalist reputation for entrepreneurial firms" presented at London Business School, October, 2008.

Lee, P.M., Pollock, T.G. & Jin, K. "Substance, symbolism and the value of venture capitalist reputation" presented at The University of Michigan, September, 2008.

Pollock, T.G., Baker, T. & Fund, B.R. "Learning to Govern? Venture Capitalists and the Replacement of Founder-CEOs in IPO Firms" presented at Dartmouth College, Amos Tuck School of Business, Hanover, NH, March, 2007.

Pollock, T.G., Baker, T. & Fund, B.R. "Learning to Govern? Venture Capitalists and the Replacement of Founder-CEOs in IPO Firms" presented at Temple University, Fox School of Business Lecture Series, Philadelphia, PA, September, 2006.

Pollock, T.G. "What you see depends on where you sit: The role of institutional investors in governance and corporate risk taking" presented at the Pennsylvania Association of Public Employee Retirement Systems Forum, Harrisburg, PA, April, 2005.

Pollock, T.G. & Gulati, R. "Say it Again: The Cumulative Effects and Durability of Achievement and Endorsement Signals on Alliance Formations by Entrepreneurial Firms" presented at the Queens School of Business Lecture Series, Kingston, Ontario, November, 2004.

Pollock, T.G., Rindova V.P & Maggitti, P.G. "Information Cascades, Information Intermediaries, and Post-IPO Market Performance" presented at the Emory University, Goizueta School of Business Hightower Distinguished Lecture Series, Atlanta, GA, October, 2003.

Carpenter, M.A., Pollock, T.G. & Leary, M.M. "Governance, the Experience of Principals and Agents, and Global Strategic Intent: Testing a Model of Reasoned Risk Taking" Presented at the Utah/BYU Winter Strategy Conference, Salt Lake City, UT, March, 2003.

Fischer, H.M. & Pollock, T.G. "Sociopolitical Transformational Shields and IPO Firm Survival" Presented at the Purdue University Speaker Series, West Lafayette, IN, February, 2003.

Mishina, Y., Pollock, T.G. & Porac, J.F. "Antecedents of Entrepreneurial Growth: The Effects of Growth Logics, Resource Slack, and Environmental Munificence" Invited Presentation at Northwestern University, February, 2000.

### **WRITING AND PUBLISHING WORKSHOPS**

How to Use Storytelling in Your Academic Writing – University of Groningen, November, 2022

How to Use Storytelling in Your Academic Writing: Structure, Tools and Techniques – Collaborative Innovation and Entrepreneurship Webinar Series, October, 2022

How to Use Storytelling in Your Academic Writing – Universiti Sains Malaysia, June, 2022

How to Use Storytelling in Your Academic Writing – University of Missouri, April, 2022

How to Use Storytelling in Your Academic Writing – University of Oxford, March, 2022

How to Use Storytelling in Your Academic Writing – University of Illinois at Urbana-Champaign, November, 2022

How to Use Storytelling in Your Academic Writing – Zicklin School of Business, City University of New York, November, 2021

How to Use Storytelling in Your Academic Writing – California State – Fullerton, November, 2021

CARMA Webinar – Writing the Methods and Results Section, October, 2021

How to Use Storytelling in Your Academic Writing – University of Passau, October, 2021

AOM STR Division Writer's Retreat – Theory and Hypotheses, and Discussion Sections, April, 2021

AOM STR Division Writer's Retreat – Structure and Techniques of Storytelling, March, 2021

Publishing in AMJ Workshop – University of Michigan, January, 2015

Publishing in AMJ Workshop – Copenhagen Business School, Copenhagen, Denmark, March, 2014

Research Design and Methodology Workshop – University of Cape Town, Cape Town, South Africa, May 2012

Getting Published in Top-Tier Journals: Guidance and Insights from the Editors of *AMJ* and the Officers of OMT – Bocconi University, Milan, Italy, May 2012

Publishing Reputation Research – Oxford University Centre for Corporate Reputation, Oxford, UK, June, 2011

### **ACADEMIC HONORS AND AWARDS**

Finalist, Bradford-Osborne Research Award, 2021.

Winner, Academy of Management OMT Division Best Symposium Award, 2021.

Research Fellow, Neel Corporate Governance Center, Haslam College of Business, 2020-present

Winner, Vallett Family Outstanding Researcher, Haslam College of Business, 2020

Winner, Best Paper Award, from the Strategic Leadership and Governance Interest Group, Strategic Management Society, 2018.

Winner, Bright Idea Award from Seton Hall University and NJPRO for best published business research, 2013

Finalist, Strategic Management Society Best Paper Award. 2012

Finalist, Academy of Management OMT Division Best Paper Award, 2012, 2014

Winner, Oxford University Centre for Corporate Reputation Best Published Paper Award for 2010.

Finalist, Academy of Management Journal Best Paper Award for 2010.

International Research Fellow, Centre for Corporate Reputation at Oxford University, 2010-present

Journal of Business Venturing Outstanding Reviewer Award 2010

Winner, 2009 IDEA Thought Leader Award for the best entrepreneurship research published in 2008, from the Entrepreneurship Division of the Academy of Management

Visiting Scholar, the London Business School, October 2008

Academy of Management Journal Outstanding Reviewer Award 2004, 2010

Winner, 2002 Mabel W. Chipman Teaching Excellence Award, UW-Madison

Keynote Speaker - Weinert Center for Entrepreneurship 2001 Spring Banquet

Winner, 2000 Lou Pondy Award for Best Paper based on Dissertation Research, from the OMT Division of the Academy of Management

Runner-Up, 2000 UW-Madison MBA Professor of the Year

ABCD [Above and Beyond the Call of Duty] award from the OMT Division of the Academy of Management in 1999 for outstanding reviewing efforts

Winner, 1997 INFORMS/Organization Science Dissertation Proposal Competition

Selected Participant, OB/OD/OMT Doctoral Consortium, Academy of Management, 1997

Selected Participant, Entrepreneurship Doctoral Consortium, Academy of Management, 1996

The University of Texas Dean's Award for Academic Excellence

The University of Texas Sord Scholar Award

Northern Illinois University Department of Finance Financial Institutions in Risk Management Award

Phi Kappa Phi Honor Society

Mortar Board Senior Honor Society

Beta Gamma Sigma Business Honor Society

Alpha Lambda Delta Freshman Honor Society

## **PROFESSIONAL ASSOCIATIONS**

Academy of Management  
INFORMS  
Strategic Management Society

## **EDITORSHIPS, EDITORIAL BOARDS AND REVIEWING ACTIVITIES**

Associate Editor, Academy of Management Journal, 2010-2013  
Editorial Board, Academy of Management Journal, 2003-present  
Editorial Board, Administrative Science Quarterly, 2006-2011, 2015-2021  
Editorial Board, Academy of Management Review, 2005-2010  
Editorial Board, Strategic Organization, 2006-2010  
Editorial Board, Journal of Business Venturing, 2009-2010  
Editorial Board, Organization Science, 2004-2006  
Ad Hoc Reviewer for American Sociological Review  
Ad Hoc Reviewer for Strategic Management Journal  
Ad Hoc Reviewer for Journal of Management  
Ad Hoc Reviewer for Human Communication Research  
Ad Hoc Reviewer for Research Policy  
Ad Hoc Reviewer for British Journal of Management

## **PROFESSIONAL SERVICE ACTIVITIES**

Track Organizer, Oxford University Centre for Corporate Reputation Annual Research Symposium, 2012, 2018, 2019  
Panelist, Smith Entrepreneurship Research Conference Doctoral Consortium, 2015  
Representative-at-Large, OMT Division of the Academy of Management, 2006-2009

- Organizer, OMT/ MOC doctoral Consortium, 2008
- Assistant Organizer, OMT/ODC/MOC doctoral Consortium and Organizer, Editor's Panel, 2007

Executive Committee, College of Organization Science Division of INFORMS, 2006-2010

- Chair of the Division, 2009
- Vice Chair of the Division, 2008
- Program Chair, Conference within a Conference, INFORMS Annual Meeting, 2007
- Chair, OS Dissertation Proposal Competition, 2006

Judge, Finals of the Organization Science Dissertation Proposal Competition 2003, 2009, 2015  
Member, Research Committee, Entrepreneurship Division of the Academy of Management, 2005-2014  
Member, Selection Committee, Administrative Science Quarterly Best Paper of 2004  
Member, Selection Committee, Academy of Management Review Best Paper of 2005  
Panelist, OMT Doctoral Consortium, Academy of Management Meeting, 2003, 2015  
Panelist, OMT Junior Faculty Consortium, Academy of Management Meeting, 2012, 2014, 2019  
Panelist, New Doctoral Student Consortium, Academy of Management Meeting, 2012-2014  
Panelist, Teach OMT Teaching Roundtables, Academy of Management Meeting, 2009, 2010  
Panelist, BPS Mid-Career Workshop, Academy of Management Meeting, 2008

Panelist, BPS New Faculty Consortium, Academy of Management Meeting, 2006  
Panelist, OMT/ODC/MOC Doctoral Consortium, Academy of Management Meeting, 2004  
Reviewer for the Organization Science Dissertation Proposal Competition 1998-present  
Reviewer for Academy of Management Annual Meetings, OMT Division  
Reviewer for Academy of Management Annual Meetings, TIM Division  
Discussant, Academy of Management Annual Meeting, 2001 (BPS), 2003 (OMT)  
Session Chair, Academy of Management Annual Meeting, 2000 (OMT), 2010 (Cross-Divisional)

### **PROFESSIONAL SERVICE ACTIVITIES - UNIVERSITY**

Univ. of TN – Haslam P&T Committee 2021-Present  
Univ. of TN – Graduate Studies Committee 2018-present  
Univ. of TN – Management & Entrepreneurship P&T Committee 2018-present  
Univ. of TN – Faculty Recruiting Committee 2019  
Univ. of TN – Haslam Research Committee 2019-Present  
Penn State M&O Department Doctoral Program Coordinator 2010-present  
Penn State Smeal Undergraduate Curriculum Committee, 2015-present  
Innovation and Entrepreneurship MPS Design Committee, 2015-present  
Penn State Smeal MBA Program - Strategic Leadership Concentration Coordinator, 2010-2011  
Penn State M&O Department Doctoral Student Comprehensive Exam Coordinator 2008-2011  
Penn State Smeal Competitive Research Grant Committee 2005-2011  
Penn State M&O Department Promotion & Tenure Committee Chair, 2014-2015  
Penn State M&O Department Doctoral Student Recruiting Committee 2007 & 2009-11  
Penn State M&O Department Faculty Advisory Committee 2008-2010, 2016  
Penn State M&O Department Promotion & Tenure Committee, 2004-present  
Penn State M&O Department Faculty Recruiting Committee 2006  
Penn State Smeal New Product Development Committee 2005  
Penn State Departmental Faculty Advisory Committee 2005, 2008, 2009  
Penn State Department HR/OB Hiring Committee 2004-05  
Penn State Smeal Entrepreneurship Center Director Hiring Committee 2004  
UM Smith School Portal Review Committee 2003  
UM M&O Department Doctoral Student Selection Committee 2003, 2004  
UM M&O Department Strategic Planning Committee 2003, 2004  
UM M&O Department Strategy Hiring Committee 2002, 2003-04  
UW-Madison School of Business Undergraduate Curriculum Committee 1998-2001  
UW-Madison MHR Department Curriculum Committee 2000-2002  
UW-Madison MHR Department New Faculty Recruiting and Hiring Committee 1998-2000  
Weinert Center for Entrepreneurship Search Committee for a Faculty Associate 1999-2000  
U of I Department of Business Administration Graduate Studies Committee 1996-1998  
U of I Department of Business Administration Graduate Student Advisory Council 1995-1996  
University of Illinois Speech Team, Assistant Coach 1994-1995

### **DISSERTATION COMMITTEES**

Dissertation Committee (Co-Chair) of Ace Beorchia (Management & Ent – Univ. of Tennessee)  
Dissertation Committee (Co-Chair) of Jaewoo Jung (Management & Ent – Univ. of Tennessee)  
Dissertation Committee of Musab Almutawa (Strategy – IE Business School, 2021 Graduate)

Dissertation Committee of Emily Landry (Sociology – Univ. of Tennessee, 2020 Graduate)  
Dissertation Committee of Justin Yan (Management & Ent – Univ. of Tennessee 2020 Graduate)  
Dissertation Committee of Jung-Hoon Han (Management – Penn State 2020 Graduate)  
Dissertation Committee of Nick Mmbaga (Management – Univ. of Tennessee 2019 Graduate)  
Dissertation Committee (Chair) of Yeonji Seo (Management – Penn State 2019 Graduate)  
Dissertation Committee of Sam Riggs (Higher Education – Penn State 2019 Graduate)  
Dissertation Committee of Melanie Fedri (Higher Education - Penn State 2017 Graduate)  
Dissertation Committee (Chair) of Kisha Lashley (Management – Penn State 2015 Graduate)  
Dissertation Committee of Justin Ortagus (Higher Education - Penn State 2015 Graduate)  
Dissertation Committee of Sangyoon Shin (Strategy – University of Pittsburgh 2014 Graduate)  
Dissertation Committee of Jenna Stites (Management - Penn State 2014 Graduate)  
Dissertation Committee of Chad Murphy (Management – Penn State 2014 Graduate)  
Outside Examiner for Dissertation of Amanda Cowen (Management – Oxford University 2013)  
Dissertation Committee (Chair) of Abhijith Acharya (Management - Penn State 2013 Graduate)  
Dissertation Committee of Nathan Bragaw (Management - Penn State 2013 Graduate)  
Dissertation Committee of David Knight (Higher Education - Penn State 2012 Graduate)  
Dissertation Committee of Alok Saboo (Marketing - Penn State 2012 Graduate)  
Dissertation Committee of Gary White (Higher Education - Penn State 2012 Graduate)  
Dissertation Committee of Suzanne Hickey (Higher Education - Penn State 2012 Graduate)  
Dissertation Committee of Phillip Ruthkosky (Higher Education - Penn State 2011 Graduate)  
Dissertation Committee of Adam Wowak (Management - Penn State 2011 Graduate)  
Dissertation Committee of Jungyoon Kim (Health Policy Admin. - Penn State 2011 Graduate)  
Dissertation Committee of Ruth Protrakorn (Forest Resources - Penn State 2010 Graduate)  
Dissertation Committee of Anindita Chakravarty (Marketing - Penn State 2010 Graduate)  
Dissertation Committee of Meghan Pifer (Higher Education - Penn State 2010 Graduate)  
Dissertation Committee of Kwangho Kim (Management - Penn State 2009 Graduate)  
Dissertation Committee of Arijit Chatterjee (Management - Penn State 2009 Graduate)  
Dissertation Committee of Kristin Price (Management - Penn State 2009 Graduate)  
Dissertation Committee (Chair) of Bret Fund (Management - Penn State 2008 Graduate)  
Dissertation Committee of Guoli Chen (Management - Penn State 2008 Graduate)  
Dissertation Committee of Craig Crossland (Management - Penn State 2008 Graduate)  
Dissertation Committee of Chris Scheitle (Sociology - Penn State 2008 Graduate)  
Dissertation Committee of Janine Spears (Supply Chain - Penn State 2007 Graduate)  
Dissertation Committee of Mike Pfarrer (Management - Maryland 2007 Graduate)  
Dissertation Committee of Harald M. Fischer (Management -Wisconsin 2004 Graduate)  
Dissertation Committee of Myleen Leary (Management -Wisconsin 2003 Graduate)  
Dissertation Committee of Steve Musatko (Accounting -Wisconsin 1999 Graduate)  
Dissertation Committee of Siok Kuan Tambyah (Marketing -Wisconsin 1999 Graduate)

## **COURSES TAUGHT**

### **University of Tennessee-Knoxville**

Seminar in Organization Theory (PhD)  
Seminar on Effective Academic Writing (PhD)  
Managing an Entrepreneurial Start-up (Undergraduate)

### **Penn State University**

Managing an Entrepreneurial Start-up (Undergraduate)

Power and Influence in Organizations (MBA & EMBA)  
Strategic Management (MBA & EMBA)  
Seminar in Organization Theory (PhD)  
Organizational Research Design (PhD)

### **University of Maryland**

Strategic Management (MBA, Full-Time and Evening)  
Organization Theory (PhD)

### **University of Wisconsin-Madison**

Strategic Management (Undergraduate)  
Business Strategy (MBA)  
Power and Politics in Organizations (MBA)  
Interdisciplinary Studies in Strategic Management (PhD)

### **RESEARCH GRANTS**

Timothy Pollock and Peggy Lee (Principal Investigators) £25,500, *Chicken or egg: Exploring the co-evolution of VC firm reputation and industry centrality*, Oxford University Centre for Corporate Reputation, 2011.

Timothy Pollock (Principal Investigator) \$2,000, *Funding for VentureXpert Database*, Smeal College of Business Research Grant Competition, October, 2009.

Timothy Pollock (Principal Investigator) \$2,000, *Funding for VentureXpert Database*, Smeal College of Business Research Grant Competition, October, 2008.

Timothy Pollock (Principal Investigator) \$1,200, *What Do You Do when the VC Money Doesn't Come?* Smeal College of Business Research Grant Competition, October, 2006.

Timothy Pollock (Principal Investigator) \$1,400, *Empirical Study of Firm Celebrity*, Smeal College of Business Research Grant Competition, October, 2005.

Timothy Pollock and Harald Fischer (Principal Investigators) \$10,378, *The Role of Human and Social Capital in the Survival of IPOs*, UW-Madison School of Business Research Funding Competition, April, 2001

Timothy Pollock (Principal Investigator) \$1,500, *Information Mediators in the Market for Initial Public Offerings: The Role of the Media and Financial Analysts in IPO Valuation*, UW-Madison School of Business Research Funding Competition 2000

Timothy Pollock and Violina Rindova (Principal Investigators) \$22,000, *Information Mediators in the Market for Initial Public Offerings: The Role of the Media and Financial Analysts in IPO Valuation*, Ewing Marion Kauffman Foundation, 1999.

Timothy Pollock and Harald Fischer (Principal Investigators) \$15,000, *The Politics and Justification of Repricing Executive Options* UW-Madison School of Business Research Funding Competition 1999

Timothy Pollock (Principal Investigator) \$5,000, *Kauffman Foundation Content Analysis Category Identification Project* Ewing Marion Kauffman Foundation 1998

Joseph Porac and Timothy Pollock (Principal Investigators) \$25,000, *Entrepreneurial Dominant Logics and their Relationship to Organizational Growth* Ewing Marion Kauffman Foundation 1996-1997