

SCOTT JOHNSON

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POSITIONS

2005-2011	<i>Spears School of Business, Oklahoma State University, Assistant Professor</i>
2011-2018	<i>Spears School of Business, Oklahoma State University, Associate Professor</i>
2014-2018	William S. Spears Chair in Business
2018-2021	<i>Ivy College of Business, Iowa State University, Associate Professor</i> Dean's Professor of Management
2021-2022	Associate Professor Thome Professor in Business
2022-	Interim Associate Dean for Research Professor of Management and Entrepreneurship Associate Dean for Research and Academic Personnel

EDUCATION

1999 – 2005	<i>Carlson School of Management, University of Minnesota, Ph.D. in Strategic Management and Organization.</i>
1998 – 1999	<i>Broad College of Business, Michigan State University, MBA in Finance and International Business. Highest GPA in graduating class.</i>
1986 – 1991	<i>College of Engineering, University of Colorado, BS in Electrical Engineering. Graduated with honors.</i>

PUBLICATIONS

Johnson S. G., Hart T. A., Fox C. J. (2023). Article impact of the Financial Times 50 management journals, *International Social Science Journal*, :1-22.

Gong, K. & Johnson, S. G. (2021). "The Bivariate Probit Model in Strategy and Management Research: Applications and Potential." in *Research Methods in Strategy and Management*, Volume 13, 99-125.

Hill, A. D., Johnson, S. G., Greco, L. M., O'Boyle, E. H., & Walter, S. L. (2021). Endogeneity: A review and agenda for the methodology-practice divide affecting micro and macro research. *Journal of Management*, 47(1), 105-143.

Ridge J.W., Johnson, S., Hill, A. D. & Bolton, J. (2017). "The role of top management team attention in new product introductions." *Journal of Business Research*, 70, 17-24.

Schnatterly, K., & Johnson, S. (2014). "Independent boards and the institutional investors that prefer them: Drivers of institutional investor heterogeneity in governance preferences." *Strategic Management Journal*.

Harris, J., Johnson, S., & Souder, D. (2013). Model-Theoretic Knowledge Accumulation: The Case of Agency Theory and Incentive Alignment. *Academy of Management Review*.

Johnson, S., Schnatterly, K. & Hill, A. (2013). Board Composition beyond Independence: Social Capital, Human Capital and Demographics. *Journal of Management*.

Souder, D., Simsek, Z., & Johnson, S. (2012). The Differing Effects of Agent and Founder CEOs on the Firm's Market Expansion. *Strategic Management Journal*.

- Johnson, S., Schnatterly, K., Bolton, J. & Tuggle, C. (2011). Antecedents of New Director Social Capital. *Journal of Management Studies*.
- DeGroot, T., Aime F., Johnson S. (2011). Does Talking the Talk help Walking the Walk? An Examination of the Effect of Vocal Attractiveness in Leader Effectiveness.” *Leadership Quarterly*.
- Johnson, R., Schnatterly, K., Johnson, S., Chiu, S. (2010). Institutional Investors and Institutional Environment: A Comparative Analysis and Review. *Journal of Management Studies*, 47(8), 1590-1613.
- Maloney, M., Johnson, S., Zellmer-Bruhn, M. (2010). Assessing Group-Level Constructs Under Missing Data Conditions: A Monte Carlo Simulation. *Small Group Research*, 41(3), 281-307.
- Aime, F., Johnson, S., Hill, A. D., & Ridge, J. W. (2010). The Routine May Be Stable but the Advantage is Not: Competitive Implications of Key Employee Mobility. *Strategic Management Journal*, 31(1), 75-87.
- Schnatterly, K., & Johnson, S. (2008). Competing to be CEO in High-Tech Firms: Insider, Board Member, or Outsider Candidates. *The Journal of High Technology Management Research*, 18(2), 132-142.
- Bromiley, P., & Johnson, S. (2005). Testing theories: Mechanisms and Models. In D. J. Ketchen & D. D. Bergh (Eds.), *Research Methodology in Strategy and Management* (Vol. 2, pp. 15-29). San Diego, CA: Elsevier.
- Johnson, S., & Van de Ven, A. (2002). A Framework for Entrepreneurial Strategy. In M. Hitt (Ed.), *Strategic Entrepreneurship: Creating a New Mindset* (pp. 66-85). Malden MA: Blackwell Publishers.

UNDER REVIEW AND WORKING PAPERS

- Souder, D., Johnson, S., Fox, B. Penrosian Capacity as a constraint on Entrepreneurial Growth: An Exploratory Study Employing the Dot-com Bubble. In preparation for submission to *Journal of Business Venturing*.
- Gong, K., Johnson, S. The Political Effects on Corporate Financial Fraud: Evidence from China. Dissertation paper being prepared for submission.

ACADEMIC PRESENTATIONS

- Endogeneity: Myths, Legends, and Facts – 2nd Annual. (2022) Invited PDW panelist at Academy of Management, Seattle.
- Gong, K., Johnson, S., Parker, O., Sanchez, P. (2021) Bribery and Corporate Social Responsibility. Strategic Management Society, Toronto (virtual).
- Addressing Endogeneity in Strategic Leadership and Governance Research. (2021) Invited panelist at Strategic Management Society, Toronto (virtual).
- Gong, K., Johnson, S. (2020) The Effect of Factional Politics on Corporate Financial Fraud: Evidence from China. Strategic Management Society, London (virtual).
- Johnson, S., Gong, K. (2019) Specification of the CEO Effect. Strategic Management Society, Minneapolis.
- Johnson, S., Hill, A. (2019) Dealing with Endogeneity. PDW presentation at Southern Management Association, Norfolk.
- Shao, F., Johnson, S. (2016) How Ideologies Influence the Legitimacy of Political Connections. Academy of Management Conference, Anaheim.
- Shao, F., Johnson, S. (2016) Mechanisms of Political Pressure: A study of managerial ownership and market reactions. Strategic Management Society Conference, Berlin.
- Johnson, S. (2016) You Keep Using That Method: I Don't Think it Means What you Think it Means. Strategic Management Society Conference, Berlin.
- Shao, F., Johnson, S. (2015) Legitimacy in Foreign Capital Markets: Examining Chinese Firms Cross-listed in US and Hong Kong. Strategic Management Society Conference, Denver.
- Souder, D., Johnson, S. (2014) Recovering After the Bubble: Understanding Restart Strategies as a Problem in Coordinating Aspirations. Strategic Management Society Conference, Tel Aviv.

- Shao, F., Johnson, S. (2014) Share Price Gaps in Cross Listings: A Measure of Foreign-Market Legitimacy. Strategic Management Society Conference, Madrid.
- Johnson, S., Hart, T. (2014) Knowledge Creation and Use in Elite Management Journals. Strategic Management Society Conference, Madrid.
- Fox, C., Johnson, S. (2014) Avoiding the Adverse Consequences Associated with Risk Events: The Role of Managerial Attention. Academy of Management Conference, Philadelphia.
- Johnson, S. (2014) *Dealing with Endogeneity: A Little Math and Several Examples*. PDW presented at Southern Management Association.
- Hill, A., Johnson, S. & Ridge, J. (2013) *Capability Cues and the Updating of Organizational Reputation Assessments*. Strategic Management Society Conference, Atlanta.
- Hart, T., Johnson, S. & Fox, C. (2013) *The Use of Knowledge in the Strategic Management Society*. Academy of Management Conference, Orlando.
- Clark, B. B., Schnatterly, K., Johnson, R., & Johnson, S. (2012). *The Impact of a Board Level Technology Committee on Technology Outcomes and Firm Performance*. Strategic Management Society Conference, Prague.
- Souder, D., Johnson, S. & Willenborg, M. (2012). *Riding the wave without support: Predictable failure from inverted aspiration discrepancies*. Academy of Management Annual Meeting, Boston.
- Sports as context for studying organizational phenomena*. (2012) Moderator for symposium at Academy of Management Annual Meeting, Boston.
- Johnson, S., Hart, T. & Fox, C. (2011). *The Role of Novelty in Knowledge Creation: Evidence from the Strategic Management Journal*. Paper presented at Strategic Management Society Annual Meeting.
- Harris, J., Johnson, S. & Souder, D. (2011). *Corporate Governance and Boundary Testing: Advancing the Usefulness of Models by Engaging in Non-paradigmatic Empirical Research*. Paper presented at SMS CK Prahalad Special Conference.
- Johnson, S., Ridge, J. & Hill, A. (2011) *How Human Resource Mobility Affects Competitive Advantage and Competitive Heterogeneity*. Paper presented at Academy of Management Annual Meeting.
- Johnson, S., Pappas, J. & Hill, A. (2011) *Organizational Memory and Individual Prior Experience: Epistemology of Practice in the NFL*. Organization Science Winter Conference.
- Johnson, S. (2010) *Dealing with Endogeneity: A Little Math and Several Examples*. PDW presented at Southern Management Association.
- Souder, D., Johnson, S. (2010) *Haste makes waste: Hidden Costs of Exploiting Temporary External Growth Opportunities*. University of Minnesota Carlson School Alumni Conference.
- Souder, D., Simsek, Z., & Johnson, S. (2010) *Market Expansion over Agent and Founder CEOs' Time in Office*. Paper presented at Academy of Management Annual Meeting.
- Aime, F., Shamsie, J. & Johnson, S. (2010) *A Blending of Spices: Knowledge Integration in Bollywood Film Production*. Paper presented at Academy of Management Annual Meeting.
- Maloney, M., Johnson, S. & Zellmer-Bruhn, M. (2009). *Assessing group-level constructs under missing data conditions: A Monte Carlo simulation*. Paper presented at INGRoup conference.
- Hill, A., Ridge, J. & Johnson, S. (2008). *Learning to Compete: The Life-Cycle of a Strategic Innovation*. Paper presented at Academy of Management Annual Meeting.
- Hill, A., Ridge, J. & Johnson, S. (2008). *Resource and Strategic Advantage in the NFL*. Paper presented at INFORMS Southwest Regional Conference.
- Schnatterly, K & Johnson, S. (2007). *CEO Succession: Retired Directors and Disinherited Heirs*. Paper presented at Strategic Management Society Annual Meeting.

- Johnson, S. (2007). *BPS Managing you Dissertation Workshop*. Workshop presenter at Academy of Management Annual Meeting.
- Johnson, S., Schnatterly, K., Bolton, J. & Tuggle, C. (2007). *Getting What You Pay For: Board Capital and Director Compensation*. Paper presented at Academy of Management Annual Meeting.
- Johnson, S. (2006). *A Behavioral Model of Trade Associations as Field-Configuring Scaffolding*. Paper presented at Southern Management Association Annual Meeting.
- Schnatterly, K, Johnson, S. & Johnson, R. (2006). *Boards of Directors, Monitoring and CEO Power: When is More Monitoring Necessary?* Paper presented at the Strategic Management Society Annual Meeting.
- Schnatterly, K, & Johnson, S. (2006). *The Origins of CEOs in High-Tech Firms*. Paper presented at the Academy of Management Annual Meeting.
- Johnson, S. & Schnatterly, K. (2005). *Do Institutions Notice Good Governance?* Paper presented at Academy of Management Annual Meeting.
- Bromiley, P. & Johnson, S. (2005). *Mechanisms and Empirical Research*. Paper presented at Academy of Management Annual Meeting.
- Schnatterly, K. & Johnson, S. (2004). *CEO Origins: Closer to Home*. Paper presented at Strategic Management Society Annual Meeting.
- Johnson, S. & Schnatterly, K. (2004). *Ownership Structure and Performance: Owner Type and Concentration Matter*. Paper presented at Strategic Management Society Annual Meeting.
- Schnatterly, K., Johnson, S. & Zellmer-Bruhn, M. (2003) *How do Boards Get to be The Way They Are? Composition dynamics in boards of directors*. Paper presented at Strategic Management Society Annual Meeting.
- Johnson, S. (2003). *Strategic Groups as Cognitive Systems*. Paper presented at Strategic Management Society Annual Meeting.
- Johnson, S. & Schnatterly, K. (2003). *Boards of Directors in High-Tech Firms: Individuals Matter*. Paper presented at Academy of Management Annual Meeting.
- Johnson, S. (2002). *What is Rationality if Cognition is Distributed: The Problems and Promise of a New Perspective*. Paper presented at Academy of Management Annual Meeting.
- Schnatterly, K. & Johnson, S. (2002). *Governance in High-Tech Firms: Boards matter*. Paper presented at the Academy of Management Annual Meeting.

COURSES TAUGHT

	<i>Iowa State University</i>
MGMT 620	Grafting Research Ideas
MGMT 503	Professional responsibility in Business and Society
MGMT 481	Nonprofit Management
MTMT 478	Strategic Management
	<i>Oklahoma State University</i>
MGMT 6333	PhD Seminar in Organizational Theory
MGMT 6323	PhD Seminar in Strategic Management
MGMT 6343	Contemporary Research in Management
MGMT 5303	Corporate and Business Strategies (MBA Capstone Course)
MGMT 5303	Corporate and Business Strategies (Special offering with consultation project in China)
MGMT 5100	Professional Development for MBA and MIS Students
MGMT 5093	Business and Non-Profit Organizations (Graduate Course)
MGMT 4513	Strategy and Integration in Organizations (Undergraduate Capstone)
MGMT 4083	Corporate and Social Responsibilities

AWARDS AND HONORS

2019	Journal of Management Outstanding Reviewer Award
2018	Journal of Management Scholarly Impact Award
2006	Finalist in the Academy of Management BPS Division Dissertation Competition
2004	Finalist in the INFORMS Dissertation Proposal Competition
2003	Carlson School Dissertation Fellowship
2002 and 2003	Outstanding PhD Instructor Award – Carlson School of Management
2002 and 2003	Outstanding Reviewer for Academy of Management, BPS Division
1999-2002	DuPuy Fellowship
1999	Highest GPA in MBA Class – Broad College of Business, Michigan State University
1998-1999	Eli Broad Fellowship
1991	Graduated with Honors – College of Engineering, University of Colorado

PROFESSIONAL ACTIVITIES

Member	Academy of Management - Co-moderator for BPSnet (2006-2018) - Co-moderator for STR discussion board (2018-) Strategic Management Society - Rep at Large for Corporate Strategy and Leadership Interest Group (2013)
Editorial Review	<i>Academy of Management Discoveries</i> (2013-)
Board Member	<i>Journal of Management</i> (2014-) <i>Journal of Management Studies</i> (2014-)
Ad-hoc Reviewer	<i>Academy of Management Journal</i> <i>Strategic Management Journal</i> <i>Management Science</i> <i>Managerial and Decision-Making Economics</i> <i>Organizational Research Methods</i>
Conference Reviewing	Academy of Management meetings - Business Policy & Strategy Division (four-time recipient of the Outstanding Reviewer award) - Managerial and Organizational Cognition Strategic Management Society Southern Academy of Management (2006) Judge for INFORMS Dissertation Proposal Competition (2012) Judge for the Best PhD Paper at the Strategic Management Society (2013)
Administrative Service	Co-Chair of Search Committee for Department of Management and Entrepreneurship (2021) Member of Search Committee for Associate University Librarian (2022) Chair of Management and Entrepreneurship Department Search Committee (2021) Member of Ivy College Promotion and Tenure Committee (2020-21) PhD Coordinator for Department of Management and Entrepreneurship (2019-2021) Member of Ivy MBA Core Faculty Committee (2019-2021) Chair of Ivy College COVID-19 Task Force (Summer 2020) Chair of Management Department Promotion and Tenure Committee (2019-2020) Chair of Strategic Planning for Department of Management and Entrepreneurship (2019) Member of the PhD Committee for Department of Management and Entrepreneurship (2018) Co-Director of the Center for Sustainability and Nonprofit Management (2013-2018) Member of MBA Program Committee (2013-2018) Member of Oklahoma State Faculty Council (2016-2018) Chair of Oklahoma State Academic Standards & Practices Committee (2017-2018) Co-Chair of Management Department Search Committee (2017) PhD Coordinator for Management (2014-2015)

WORK EXPERIENCE

2021-	Associate Professor Thome Professor in Business Interim Associate Dean for Research
2018-2021	Associate Professor Dean's Professor of Management Ivy College of Business Iowa State University
2011-2018	Associate Professor William S. Spears College of Business Oklahoma State University
2005-2011	Assistant Professor William S. Spears College of Business Oklahoma State University
1999-2005	Graduate Assistant Carlson School of Management University of Minnesota
1998-1999	Graduate Teaching Assistant Broad College of Business Michigan State University
1994-1997	International Disaster Response Coordinator International Programs Assistant Christian Reformed World Relief Committee Grand Rapids, Michigan
1992-1994	Community Development Specialist Christian Reformed World Relief Committee Leyte, Philippines