

# David G. Sirmon

Foster School of Business  
University of Washington  
Seattle, Washington 98195  
Email: [dsirmon@uw.edu](mailto:dsirmon@uw.edu)

## EDUCATION

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Ph.D. Arizona State University, 2004  
Business Administration - Strategy / Entrepreneurship

MBA University of Montana, 1997

BS University of Montana, 1996 - Honors

## PROFESSIONAL EXPERIENCE

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University of Washington, Foster School of Business

2012- Associate Professor of Management

2012- Robert Herbold Professor in Entrepreneurship

Texas A&M University, Mays School of Business

2011-2012 Associate Professor of Management

2009-2012 Pamela M. and Barent W. Cater '77 Faculty Research Fellowship

2006-2011 Assistant Professor of Management

Clemson University, College of Business and Behavior Science

2004-2006 Assistant Professor of Management

Arizona State University, W.P. Carey School of Business

2000-2004 Research Associate

Sterling Savings Bank

1998-2000 Commercial Lender

Norwest Financial

1997-1998 Credit Manager

## **AWARDS / RECOGNITION**

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### RESEARCH

#### Excellence Awards

- 2018 Top 100 Most Influential Strategy Authors (#18 out of 6,326)
- 2017 Clarivate Analytics Highly Cited Researcher! (Several top 1% cited papers)
- 2014 Thomson Reuters Highly Cited Researcher! (Several top 1% cited papers)
- 2012 Robert Herbold Professorship in Entrepreneurship, UW
- 2012 Ricky W. Griffin Research Excellence Award, TAMU
- 2011 Emerging Scholar Award, SMS (distinguished early career award)
- 2011 Mays Research Performance Award, TAMU
- 2010 Summer Research Performance Grant, TAMU
- 2009 Pamela M. and Barent W. Cater '77 Faculty Research Fellowship, TAMU
- 2009 Dean's Performance Recognition Grant, TAMU
- 2008 Center for Human Resource Management Research Grant, TAMU
- 2008 Outstanding Reviewer, BPS Division, AoM
- 2008 Dean's Performance Recognition Grant, TAMU
- 2008 Mays Research Mini-Grant, TAMU
- 2007 Center for Human Resource Management Research Grant, TAMU
- 2005 Emerging Scholar Research Excellence Award, Clemson University
- 2005 Outstanding Reviewer, Entrepreneurship Division, AoM

#### Best Papers/Symposium

- 2018 Best Paper Proceedings, AoM
- 2014 Best Paper Proceedings, AoM
- 2014 Best Paper Award Finalist - OMT Division, AoM
- 2014 Best Paper Proceedings, AoM
- 2013 Best Paper Proceedings, AoM
- 2011 Best Paper Finalist, *Academy of Management Learning & Education*
- 2011 Best Conference Paper Award Nominee, SMS
- 2011 Best Paper Proceedings, AoM
- 2010 Best Paper Finalist, *Academy of Management Review*

- 2010 Showcase Symposium Award, AoM
- 2010 Best Symposium Award, AoM
- 2009 Best Conference Paper Award Nominee, SMS
- 2009 Best Paper Proceedings, AoM
- 2008 Best Paper Nominee, *Journal of Management Studies*
- 2008 Best Paper Proceedings, AoM
- 2005 Best Conference Paper - Honorable Mention, SMS
- 2003 Best Paper Proceedings, AoM

## TEACHING

- 2018 Professor of the Year – Core Evening MBA, UW
- 2017 Excellence in Graduate Teaching – Foster School, UW
- 2017 Professor of the Year – Core Evening MBA, UW
- 2016 Professor of the Year – Core Evening MBA, UW
- 2013 Professor of the Year – Core Evening MBA, UW
- 2013 Professor of the Quarter (Winter) – Core Day MBA, UW

## RESEARCH

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### Research Interests

Resource-based logic - emphasizing resource orchestration  
 Governance - Boards of Directors / Family Business  
 Strategic Entrepreneurship

### Refereed Publications

- [29] Carnes, C.M., XU, K., Sirmon, D.G., Karadag, R. Forthcoming. How Competitive Action Mediates The Resource Slack - Performance Relationship: A Meta-Analytic Approach. *Journal of Management Studies*: In press.
- [28] Honig, B., Lampel, J., Baum, J.A.C., Glynn, M.A. Jing, R., Lounsbury, L., Schüßler, E., Sirmon, D.G., Tsui, A.S., Walsh, J.P., van WITTELOOSTUIJN, A. Forthcoming. Reflections on Scientific Misconduct in Management: Unfortunate Incidents or a Normative Crisis? *Academy of Management Perspectives*. In press.
- [27] Brymer, R., & Sirmon, D.G. 2018. Pre-exit bundling, losing professionals, and firm performance. *Journal of Management Studies*. 55: 146-173.

- [26] Miao, C., Coombs, J.E., Qian, S., Sirmon, D.G. 2017. The mediating role of entrepreneurial orientation: A meta-analysis of resource orchestration and cultural contingencies. *Journal of Business Research*. 77: 68-80.
- [25] Harrison, J., Josefy, M., Sirmon, D.G., & Carnes, C.M. 2017. Living and dying: Synthesizing the literature on firm survival across stages of development. *Academy of Management Annals*, 11: 770-799.
- [24] Campbell, J.T., Sirmon, D.G., & Schijven, M. 2016. Fuzzy logic and the market: A configurational approach to investor perceptions of acquisition announcements. *Academy of Management Journal*, 59: 163-187.
- [23] Ndofor, H.A., Sirmon, D.G., & He., X. 2015. Utilizing the firm's resources: How TMT heterogeneity and resulting faultlines affect TMT tasks. *Strategic Management Journal*, 36: 1656–1674.
- [22] Gomez-Mejia, L., Campbell, J.T., Martin, G., Hoskisson, R.E., Makri, M., & Sirmon, D.G. 2014. Socioemotional wealth as a mixed gamble: Revisiting family firm R&D investment with the behavior agency model. *Entrepreneurship Theory & Practice*, 38: 1351-1374.
- [21] Trahms, C., Ndofor, H., Sirmon, D.G. 2013. Organizational decline and turnaround: A review and agenda for future research. *Journal of Management*. 39(5): 1277-1307.
- [20] Campbell, J.T., Campbell, T.C., Sirmon, D.G., Bierman, L., Tuggle, C.S. 2012. Shareholder influence over director nomination via proxy access: Implications for agency conflict and stakeholder value. *Strategic Management Journal*, 33(12): 1431–1451.
- [19] Chirico, F., Sirmon, D.G., Sciascia, S., & Mazzola, P. 2011. Entrepreneurial orientation, generational involvement and participative strategy: A configurational approach to entrepreneurship in family firms. *Strategic Entrepreneurship Journal*, 5(4): 307–326
- [18] Sirmon, D.G., Hitt, M.A., Ireland, R.D., & Gilbert, B.A. 2011. Resource orchestration to create competitive advantage: Breadth, depth and life cycle effects. *Journal of Management*, 37(5): 1390-1412.
- [17] Chirico, F., Ireland, R.D., Sirmon, D.G. 2011. Franchising and the family firm: Creating unique sources of advantage. *Entrepreneurship Theory & Practice*, 35(3): 483-501.

- [16] Hitt, M.A., Ireland, R.D., Sirmon, D.G., & Trahms, C. 2011. The current state of strategic entrepreneurship and future opportunities. *Academy of Management Perspectives*, 25(2): 57-75.
- [15] Ndofor, H.A., Sirmon, D.G., & He., X. 2011. Firm resources, competitive actions and performance: Investigating a mediated model with evidence from the In-vitro diagnostics industry. *Strategic Management Journal*, 32(6): 640-657.
- [14] Certo, S.T., Sirmon, D.G., & Brymer, R. 2010. Competition and knowledge creation in management: Investigating changes in scholarship from 1988 to 2007. *Academy of Management Learning and Education*, 9(4): 591-606.  
\*\*\***AMLE Outstanding Article of the Year Finalist**
- [13] Sirmon, D.G., Hitt, M.A., Arregle, J-L., & Campbell, J.T. 2010. The dynamic interplay of capability strengths and weaknesses: Investigating the bases of temporary competitive advantage. *Strategic Management Journal*, 31(13): 1386-1409.
- [12] Tuggle, C.S., Sirmon, D.G., Reutzell, C.R., & Bierman, L. 2010. Commanding board of director attention: Investigating how organizational performance and CEO duality affect board members attention to monitoring. *Strategic Management Journal*, 31(9): 946-968.
- [11] Holcomb, T.R., Combs, J.G., Sirmon, D.G., & Sexton, J. 2010. The case for random coefficients modeling in entrepreneurship research: An illustration of growth strategies and post-IPO performance. *Organizational Research Methods*, 13(2): 348-389.
- [10] Sirmon, D.G., & Hitt, M.A. 2009. Contingencies within dynamic managerial capabilities: Interdependent effects of resource investment and deployment on firm performance. *Strategic Management Journal*, 30(13): 1375-1394.
- [9] Webb, J.W., Tihanyi, L., Ireland, R.D., & Sirmon, D.G. 2009. You say illegal, I say legitimate: Entrepreneurship in the informal economy. *Academy of Management Review*, 34(3): 492-510.  
\*\*\* **AMR Best Paper Finalist**
- [8] Sirmon, D.G., Arregle, J-L., Hitt, M.A., & Webb, J.W. 2008. The role of family influence in firms' strategic response to competitive threat. *Entrepreneurship Theory & Practice*, 32(6): 979-998.
- [7] Sirmon, D.G., Gove, S., & Hitt, M.A. 2008. Resource management in dyadic competitive rivalry: The effects of resource bundling and deployment. *Academy of Management Journal*, 51(5): 919-935.

- [6] Morrow, J.L., Sirmon, D.G., Hitt, M.A., & Holcomb, T.R. 2007. Creating value in the face of declining performance: Firm strategies and organizational recovery. *Strategic Management Journal*, 28(3): 271-283.
- [5] Arregle, J-L., Hitt, M.A., Sirmon, D.G., & Very, P. 2007. The development of organizational social capital: Attributes of family firms. *Journal of Management Studies*, 44(1): 73-95.  
\*\*\*JMS Best Paper Nominee
- [4] Sirmon, D.G., Hitt, M.A., & Ireland, R.D. 2007. Managing firm resources in dynamic environments to create value: Looking inside the black box. *Academy of Management Review*, 32(1): 273-292.
- [3] Sirmon, D.G., & Lane, P.J. 2004. A model of cultural differences and international alliance performance. *Journal of International Business Studies*, 35(4): 306-319.
- [2] Ireland, R.D., Hitt, M.A., & Sirmon, D.G. 2003. Strategic entrepreneurship: The construct and its dimensions. *Journal of Management*, 29(6): 963-989.
- [1] Sirmon, D.G., & Hitt, M.A. 2003. Managing resources: Linking unique resources, management and wealth creation in family firms. *Entrepreneurship Theory and Practice*, 27(4): 339-358.

Citation Summary: September, 2018

Google Scholar: 12,721; h-index=24; i10-index=25

Publication Summary: June, 2018

AMJ = 2	JoM = 3	SEJ = 1
AMR = 2	JIBS = 1	ET&P = 4
SMJ = 7	JMS = 3	Others = 6

**Book Chapters**

Sirmon, D.G. 2014. Contributions of Michael A. Hitt. In Teece D.J., and Augier, M. (eds): *The Palgrave Encyclopaedia of Strategic Management*, Basingstoke, UK: Palgrave Macmillan. In press.

Sirmon, D.G. & Matz, C. Forthcoming. Resource Orchestration Management. In E.H. Kessler (Editor) *Encyclopedia of Management Theory*, Thousand Oaks, CA: Sage Publications. In press.

Sirmon D.G. Forthcoming. Developing the field of family business research: Legitimization, theory, and distinctiveness. In P. Sharma, L. Melin and M. Nordqvist (eds): *Handbook of Family Business*, Thousand Oaks, CA: Sage Publications. In press.

## Proceedings

- Pahnke, E.C., Sirmon, D.G., Rhymer, J., & Campbell, J.T. 2018. The many paths to success: How early resource configurations of young technology ventures affect the likelihood and speed to reach liquidity events. *Academy of Management Best Paper Proceedings*.
- Withers, M., Sirmon, D.G., Tuggle, C.S., & Carnes, C.M. 2014. Competing from the board room: How the board affects a firm's competitive dynamics. *Academy of Management Best Paper Proceedings*.
- Tuggle, C.S., Sirmon, D.G., Bierman, L. & Bass, A.E. 2014. A multi-level model of minority director participation linking board diversity to firm performance. *Academy of Management Best Paper Proceedings*.
- Campbell, J.T., Sirmon, D.G., Schijven, M. 2013. The Good, the Bad, and the Fuzzy: A Configurational Approach to Acquisitions. *Academy of Management Best Paper Proceedings*.
- Chirico, F., Sirmon, D.G., Sciascia, S., & Mazzola, P. 2011. Entrepreneurial orientation, generational involvement and participative strategy: A configurational approach to entrepreneurship in family firms. *Academy of Management Best Paper Proceedings*.
- Ndofor, H.A., Sirmon, D.G., & He., X. 2009. Resources, actions and performance: Investigating a mediated model. *Academy of Management Best Paper Proceedings*.
- Sirmon, D.G., Fraser, D., Tuggle, C., Haynes, K.T., & Babu, B. 2008. Exploring how directors' prior extra- and intra-industry board experiences affect the formulation of functional strategies. *Academy of Management Best Paper Proceedings*.
- Lane, P.J., & Sirmon, D.G. 2003. Meso-logic: Reconciling a firm's macro and micro mental models to improve performance. *Academy of Management Best Paper Proceedings*.

## Work Under Review

- Sirmon, D.G., Schijven, M., Brymer, R. *Second-order fit in acquisitions: The contingent effects of strategic and organizational fit*. 1<sup>st</sup> revision request at **Academy of Management Journal**.
- Carnes, C.M., Hitt, M.A., Sirmon, D.G., Chirico, F., Huh, D. *Synchronization and Beyond: Contextualizing the Choice in Leveraging Resources for Innovation*. 1<sup>st</sup> revision requested by **Organization Science**.

Li, Y., Hitt, M.A., Sirmon, D.G. *Managerial Ties and Opportunity Exploitation: China vs the U.S.* Initial submission at **Journal of International Business Studies**.

### **Work In Progress**

Hitt, M.A., Sirmon, D.G., Li, Y., Ghobadian, A., & Arregle, J.L. *Institutional Polycentricity, Resource Orchestration and Firm Performance*.

Pahnke, EC., Sirmon, DG., Rhymer, J., & Campbell, JT. The many paths to success: How early resource configurations of young technology ventures affect the likelihood and speed to reach liquidity events.

Sirmon, D.G., & Tuggle, C. Exploring the role of the Board of Directors in interpreting the environment and directing R&D strategy.

Sirmon, D.G., Tuggle, C.S. What they attend to depends on who they are: How board characteristics influence participation in monitoring and opportunity discussions during board meetings and what it means for firm performance

Withers, M., Sirmon, D.G., Tuggle, C.S., & Carnes, C.M. Competing from the board room: How the board affects a firm's competitive dynamics

Campbell, J.T., Sirmon, D.G. Are wealthy CEOs better stewards of other people's wealth? CEO external wealth, firm risk and performance.

Ndofor, H., Carnes, C., Sirmon, DG., Chapman, CT. When Stakeholders Become 'Stuckholders': Stakeholder Conflict in Turning around Organizational Decline.

Tuggle, C.S., Sirmon, D.G., Bierman, L. A multi-level model of minority director participation: Exploring underlying processes linking boardroom diversity to firm performance.

### **Presentations (refereed)**

2018 Ndofor, H., Carnes, C., Sirmon, D., Chapman, C.T. *The Long and Short of it: Stakeholder Conflict in Organizational Decline*. Strategic Management Society, Paris.

2018 Pahnke, EC., Sirmon, DG., Rhymer, J., & Campbell, JT. *The many paths to success: How early resource configurations of young technology ventures affect the likelihood and speed to reach liquidity events*. Academy of Management, Chicago

**\*\*\* Best Paper Proceedings**



- 2017 Campbell, J.T., Pahnke, E.C., Sirmon, D.G., & Rhymer, J. *Bundles of Resources as Recipes for Success: Resource Configurations and the Speed to an IPO*. Strategic Management Society, Houston.
- 2017 Ndofor, H., Carnes, C., Sirmon, D.G., Chapman, C.T. *When Stakeholders Become 'Stuckholders': Stakeholder Conflict in Turning around Organizational Decline*. Strategic Management Society, Houston
- 2016 Campbell, J.T., Pahnke, E.C., Sirmon, D.G., & Rhymer, J. *Bundles of Resources as the Building Blocks of Success: Resource Configurations and New Venture Performance*. Strategic Management Society, Berlin.
- 2016 Carnes, C.M., Hitt, M.A., Sirmon, D.G., Huh, D., & Chirico, F. *The contingent effect of synchronization on leveraging resources for innovation*. Strategic Management Society, Berlin.
- 2015 Ndofor, H.A., Carnes, C.M., Sirmon, D.G., & Trahms-Chapman, C.A. *Stakeholder Conflict in Organizational Decline and Turnaround*. Pahnke, E.C., Sirmon, D.G., Rhymer, J., & Campbell, J.T. The many paths to success: How early resource configurations of young technology ventures affect the likelihood and speed to reach liquidity events.
- 2014 Withers, M., Sirmon, D.G., Tuggle, C.S., & Carnes, C.M. *Competing from the board room: How the board affects a firm's competitive dynamics*. Academy of Management, Philadelphia  
**\*\*\* Best Paper Proceedings**  
**\*\*\* Best Paper Award Finalist - OMT Division, AoM**
- 2014 Tuggle, C.S., Sirmon, D.G., Bierman, L. & Bass, A.E. *A multi-level model of minority director participation linking board diversity to firm performance*. Academy of Management, Philadelphia  
**\*\*\* Best Paper Proceedings**
- 2013 Carnes, C.M., & Sirmon, D.G. *Resource Slack and Performance: Is Competition the Missing Link? A Meta-Analysis of Mediation*. Strategic Management Society, Atlanta
- 2013 Campbell, J.T., Sirmon, D.G., & Schijven, M. *The Good, the Bad, and the Fuzzy: A Configurational Approach to Acquisitions*. Academy of Management, Lake Buena Vista  
**\*\*\* Best Paper Proceedings**
- 2013 Carnes, C.M., Hitt, M.A., Sirmon, D.G., Huh, D., & Chirico, F. *The Influence of Synchronization and Performance on Strategic Choice and Innovation*. Academy of Management, Lake Buena Vista

- 2013 Sirmon, D.G., Chirico, F., & Ireland, R.D. *The Challenge of Product Innovation in Family Firms*. Academy of Management, Lake Buena Vista
- 2012 Ndofor, H.A., Sirmon, D.G., & He., X. *How TMT Heterogeneity and Faultlines Affect the Resource-Action-Performance Model*. Academy of Management, Boston
- 2012 Hitt, M.A., Sirmon, D.G., Li, Y., Ghobadian, A., & Arregle, J-. *Institutional Polycentricity, Resource Orchestration and Firm Performance*. Academy of Management, Boston
- 2011 Sirmon, D.G., Chirico, F. *Drivers of Innovation in Family Firms: Configurations of Family Influence, Knowledge Integration and Commitment to Change*. Strategic Management Society, Miami
- 2011 Sirmon, D.G., Tuggle, C. *Exploring the Role of the Board of Directors in Interpreting the Environment and Directing R&D Strategy*. Strategic Management Society, Miami  
**\*\*\* Best Conference Paper Award Nominee**
- 2011 Sirmon, D.G., Schijven, M., & Brymer, R. *Second-order fit in mergers and acquisitions: The contingent performance effects of resource similarity, complementarity, and managerial compatibility*. Academy of Management, San Antonio
- 2011 Chirico, F., Sirmon, D.G., Sciascia, S., & Mazzola, P. *Entrepreneurial orientation, generational involvement and participative strategy: A configurational approach to entrepreneurship in family firms*. Academy of Management, San Antonio  
**\*\*\* Best Paper Proceedings**
- 2011 Tuggle, C.S., Sirmon, D.G., Bierman, L. *From seats at the table to voices in the discussion: Exploring the effects of proportional representation and prestige on minority directors' participation in board meeting discussion*. Academy of Management, San Antonio
- 2010 Sirmon, D.G., Schijven, M., Brymer, R., & Coombs, J. *Second-Order Fit in Mergers and Acquisitions: The Contingent Relationship Between Resource Similarity, Complementarity and Managerial Compatibility*. Strategic Management Society, Rome
- 2010 Xu, K., Sirmon, D.G., & Gao, S. *R&D resources, R&D management, and innovation: Evidence of mediation*. Academy of Management, Montréal

- 2010 Sirmon, D.G., Hitt, M.A., Ireland, R.D., & Gilbert, B.A. *Asset Orchestration and Resource Management: Looking to the Future*. Academy of Management, Montréal  
**\*\*\* Showcase Symposium - BPS, OMT & TIM**  
**\*\*\* Best Symposium Award - OMT**
- 2010 Sirmon, D.G., Arregle, J-L. *Family involvement and strategic differences in family firms: Exploring the effects of ownership dispersion among the family*. Academy of Management, Montréal
- 2010 Chirico, F., Ireland, R.D., & Sirmon, D.G. *Knowledge integration and product innovation: The joint effect of family influence and affective commitment to change*. Family Enterprise Research Conference, Cancun, Mexico
- 2010 Chirico, F., Ireland, R.D., & Sirmon, D.G. *Franchising and the family firm: creating unique sources of advantage*. Family Enterprise Research Conference, Cancun, Mexico
- 2009 Tuggle, C.S., Sirmon, D.G., & Bierman, L. *Director diversity: Exploring how ethnic minorities and women directors' participate and affect organizational outcomes*. Strategic Management Society, Washington, D.C.  
**\*\*\* Best Conference Paper Award Nominee**
- 2009 Xu, K., Sirmon, D.G., & Gao, S. *R&D resources, management and innovation: Evidence of mediation*. Strategic Management Society, Washington, D.C.
- 2009 Ndofor, H.A., Sirmon, D.G., & He., X. *Resources, actions and performance: Investigating a mediated model*. Academy of Management, Chicago  
**\*\*\* Best Paper Proceedings**
- 2009 Zelong, W., Li, Y., Sirmon, D.G., & Yan, T. *How resource structuring affects speed of strategic change in uncertain environment: Evidence from China*. Academy of Management, Chicago
- 2009 Li, X., Li, Y., Liu, Y., Sirmon, D.G., & Zhu, H. *Moderating effects of managerial ties on resource bundling and firm performance: China vs. U.S.* Academy of Management, Chicago
- 2008 Sirmon, D.G., Fraser, D., Tuggle, C., Haynes, K.T., & Babu, B. *Exploring how directors' prior extra- and intra-industry board experiences affect the formulation of functional strategies*. Academy of Management, Anaheim  
**\*\*\* Best Paper Proceedings**

- 2008 Coombs, J. E., Wesley, C.L-II., Sirmon, D. G., & Webb, J. *Good timing, blind luck or undue influence? CEO power, institutional ownership, and stock option backdating*. Academy of Management, Anaheim
- 2008 Coombs, J.E., Gilley, K.M., Sirmon, D., & Wesley, C.L., II. *A contingency model of corporate social performance in family firms*. Babson College-Kauffman Foundation Entrepreneurship Conference, Chapel Hill, NC.
- 2007 Bierman, L., Sirmon, D.G., Fraser, D., Hitt, M.A., Tuggle, C., & Babu, B. *Corporate governance and strategy formulation: Exploring the effects of directors' learning experiences on firms' investment strategy*. Strategic Management Society, Orlando
- 2007 Sirmon, D.G., Arregle, J-A., Hitt, M.A., & Webb, J. *Creating wealth in family firms through managing resources*. Theories of the Family Enterprise Conference, Starkville, MS.
- 2007 Sirmon, D.G., Hitt, M.A., & Arregle, J-L. *Strength is not the only driver of performance: Exploring how weakness in the firm's portfolio of capabilities affects performance*. Academy of Management, Philadelphia
- 2007 Webb, J.W., Tihanyi, L., Ireland, R.D., & Sirmon, D.G. *The informal economy: Entrepreneurship outside of institutions*. Academy of Management, Philadelphia
- 2006 Sirmon, D.G., & Hitt, M.A. *The case for synchronization: How matching resource investment and firm strategy affects performance*. Academy of Management, Atlanta.
- 2005 Morrow, J.L., Hitt, M.A., Sirmon, D.G., & Holcomb, T.R. *Strategic actions and value creation: The case of firms facing crisis*. Strategic Management Society, Orlando.
- \*\*\* Best Conference Paper Award - Honorable Mention**
- 2005 Sirmon, D.G., Hitt, M.A., & Hillman, A.J. *Competitive relativity and capability portfolios: the role of strengths, weaknesses and their centrality to strategy in value creation*. Academy of Management, Honolulu.
- 2003 Arregle, J-L., Hitt, M.A., Sirmon, D.G., & Very, P. *The development of organizational social capital and its performance implications: Insights from family firms*. Strategic Management Society, Baltimore.
- 2003 Gove, S., Sirmon, D.G., & Hitt, M.A. *Relative resource advantages: The effect of resources and resource management on organizational performance*. Strategic Management Society, Baltimore.

- 2003 Lane, P.J., & Sirmon, D.G. *Meso-logic: Reconciling a firm's macro and micro mental models to improve performance*. Academy of Management, Seattle.  
**\*\*\* Best Paper Proceedings**
- 2003 Sirmon, D.G., Hitt, M.A., Ireland, R.D. *Managing the firm's resources in order to achieve and maintain a competitive advantage*. Academy of Management, Seattle.
- 2002 Lane, P.J. & Sirmon, D.G. *Function logics: Coordination routines and influencing alliance performance*. Academy of Management, Denver.
- 2001 Lane, P.J. & Sirmon, D.G. *Research logic, partner conflict and international alliance success*. Strategic Management Society, San Francisco.
- 2001 Lane, P.J. & Sirmon, D.G. *Research logic, partner nationality and international technology alliances*. Links Conference: Governing Knowledge Processes, Copenhagen.
- 2001 Sirmon, D.G. & Hitt, M.A. *Creating wealth in family firms through managing resources*. Center for Entrepreneurship and Family Enterprise: Theories of the Family Enterprise, Edmonton.

#### **Presentations (invited)**

- 2011 Sirmon, D.G. *Resources and Governance*. Emerging Scholar Award Presentation, SMS - Miami, Florida.
- 2011 Sirmon, D.G. *Resource Orchestration: Extending RBV*. Plenary Participant, ACAC Atlanta, Georgia.
- 2009 Sirmon, D.G. *Resource management: Prospects for advancement*. Texas A&M University, Department of Agricultural Economics
- 2008 Sirmon, D.G. *Capability weakness, strength and performance*. University of Washington, Foster School of Business.

## **TEACHING**

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### **Statement of Teaching Interests**

My teaching interests are in strategic management and entrepreneurship. In all my classes, I rigorously intertwine theory and practical application in order to equip my students for success in the marketplace.

### **Graduate Teaching**

MGMT 502H: Business Strategy, Hybrid MBA - Washington  
MGMT 592: Contemporary Strategic Management Research, Ph.D. - Washington  
BA 501: Competitive & Corporate Strategy, Day MBA - Washington  
MGMT 502: Competitive & Corporate Strategy, Evening MBA - Washington  
MGMT 656: Research Methods II - TAMU  
MGMT 638: Strategic Entrepreneurship - TAMU  
MBA 810: Business Policy - Clemson  
MGMT 589: Strategic Management, Guest Lecturer – ASU

### **Undergraduate Teaching**

MGMT 430: Strategy - Washington  
MGT 466: Strategic Management - TAMU  
MGT 461: Entrepreneurship & New Ventures - TAMU  
ELE 401: Entrepreneurship - Clemson  
MGT 415: Strategic Management - Clemson  
MGT 301: Principles of Management - Clemson  
MGT 460: Strategic Leadership - ASU  
MGT 494: International Business - ASU  
MGT 434: Social Responsibility of Management - ASU  
MGT 380: Management and Strategy for Non-Major - ASU

### **Specialized Training (Seminars Attended)**

Harvard Business School's Case Teaching Symposium held at the University of Washington, May 10, 2013. Learned a variety of advanced insights to effective case-based instruction.

Entrepreneurship: *Experiential Classroom IV* at Syracuse University, September 15-18, 2005. Learned a variety of provocative experiential and application-oriented pedagogical tools for entrepreneurship educators.

## **SERVICE**

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### **Reviewing**

Editorial Review Board:

Academy of Management Review 2017-

Academy of Management Journal 2010-

Strategic Management Journal      2010-  
Strategic Entrepreneurship Journal      2015-  
Family Business Review      2010-2013  
Journal of Business Venturing      2010-2014

Ad Hoc:

Academy of Management Review  
Journal of International Business Studies  
Journal of Management  
Strategic Entrepreneurship Journal  
Journal of Management Studies  
Entrepreneurship: Theory and Practice  
Human Relations  
British Journal of Management  
Journal of High Technology Management  
Journal of Business Research  
Journal of Applied Behavior Science  
Academy of Management Annual Conference:  
    BPS; Entrepreneurship; Research Methods

**Department/College Committees**

M&O Macro-Job Chair Search Committee, UW 2018  
Core Course Coordinator: MGMT 430, UW 2017-  
Faculty Council, UW 2015-2018  
Faculty Award-Selection Committee, UW 2018  
M&O Departmental Chair Search Committee, UW 2018  
Strategic Planning Committee II for M&O, UW 2017, 2018  
Undergraduate Elective Review Committee Chair for M&O, UW 2017  
Undergraduate Scholarship Review Committee, UW 2017, 2018  
Doctoral Program Committee for M&O, UW 2015-17  
ISOM Departmental Chair Search Committee, Chair UW 2017  
Resource Planning Committee for M&O, UW 2016  
Hybrid MBA Curriculum Committee, UW, 2016

Accounting Departmental Chair Search Committee, UW 2016  
Hybrid MBA Exploration Committee, UW, 2015  
Doctoral Program Committee Chair for M&O, UW 2013-2015  
Recruiting Committee: Strategy, UW 2014, 2015  
ISOM Departmental Chair Search Committee, UW 2014  
Recruiting Committee Co-Chair: Strategy, UW 2013  
Doctoral Program Committee for M&O Co-chair, UW 2012  
Scholarship Selection Committee, TAMU 2010, 2011, 2012  
Doctoral Program Committee, TAMU 2007-2011  
Department Head Search Committee, TAMU 2007  
Entrepreneurship Curriculum Development Committee, TAMU 2006  
Recruiting Committee, Clemson 2005  
Summit del Sol Doctoral Research Consortium Coordinator, ASU 2002

### **Dissertation Committees**

Jen Rhymer, UW, Committee member, in process  
Young Seok Kim, UW, Committee member, in process  
Christina Matz Carnes, TAMU, Co-chair, defended March, 2015  
Joanna Tochman Campbell, TAMU, Co-chair, defended April, 2012  
Rhett Brymer, TAMU, Co-chair, defended May, 2012

### **External Service**

AoM: STR Executive Committee, 2016-2018  
AoM: BPS Junior Faculty Paper Workshop Discussant, 2015  
AoM: Research Committee Member, Entrepreneurship Division, 2010-2014  
SMS: Representative-at-Large, Entrepreneurship Interest Group, 2009-2011  
AoM: New Faculty Consortium Panelists, Entrepreneurship Division, 2009  
AoM: Interactive Paper Session Facilitator, 2009  
AoM: Moderator, BPS Division, 2006  
SMS: Session Chair, 2005

### **Membership**



Academy of Management (AoM)

BPS; Entrepreneurship; Research Methods

Strategic Management Society (SMS)

Competitive Strategy; Entrepreneurship