

David G. Sirmon

Foster School of Business
University of Washington
Seattle, Washington 98195
Email: dsirmon@uw.edu

EDUCATION

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

MBA University of Montana, 1997

BS University of Montana, 1996 - Honors

PROFESSIONAL EXPERIENCE

University of Washington, Foster School of Business

2012- Associate Professor of Management
2019- Robert Herbold Professor of Strategy
2012-2019 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

SCHOLARLY AWARDS

RESEARCH RECOGNITION

Clarivate Analytics Highly Cited Researcher – 2018, 2017, 2014

- “world-class researchers selected for their exceptional research performance, demonstrated by production of multiple highly cited papers that rank in the top 1% by citations for field and year in *Web of Science*”
- “Top 100 Scholar in *Web of Science*’s Economic & Business category”

2019 Robert Herbold Professor of Strategy, UW

2019 AMP Special Mention Award

2018 Top 100 Most Influential Strategy Scholars: 18th/6,326 cited in strategy texts (AMLE ‘18)

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

Best Paper Proceedings, AoM – 2018, 2014, 2013, 2011, 2009, 2008, 2003

Best Conference Paper Nominee/Finalist, SMS – 2019, 2011, 2009, 2005

2014 Best Paper Award Finalist - OMT Division, AoM

2011 Best Paper Finalist, *Academy of Management Learning & Education*

2010 Best Paper Finalist, *Academy of Management Review*

2010 Showcase Symposium Award, AoM

2010 Best Symposium Award, AoM

2008 Best Paper Nominee, *Journal of Management Studies*

TEACHING RECOGNITION

Professor of the Year, Core Evening MBA, UW – 2019, 2018, 2017, 2016, 2013

2017 Excellence in Graduate Teaching – Foster School, UW

2013 Professor of the Quarter (Winter) – Core Day MBA, UW

RESEARCH

Refereed Publications

- [30] Hitt, M.A., Sirmon, D.G., Li, Y., Ghobadian, A., Arregle, J.L., & Xu, K. Forthcoming. Institutions, industries and entrepreneurial versus advantage-based strategies: How complex, nested environments affect strategic choice. *Journal of Management and Governance*, in press
- [29] Carnes, C.M., Xu, K., Sirmon, D.G., Karadag, R. 2019. How Competitive Action Mediates The Resource Slack - Performance Relationship: A Meta-Analytic Approach. *Journal of Management Studies*: 56: 57-90.
- [28] Honig, B., Lampel, J., Baum, J.A.C., Glynn, M.A. Jing, R., Lounsbury, M., Schübler, E., Sirmon, D.G., Tsui, A.S., Walsh, J.P., van Witteloostuinh, A. 2018. Reflections on Scientific Misconduct in Management: Unfortunate Incidents or a Normative Crisis? *Academy of Management Perspectives*. 32: 412-442.
AMP Special Mention Award Winner
- [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: January 15, 2020

Google Scholar: 15,932; h-index=25; i10-index=27

Journal Publication Summary: January 15, 2020

AMJ: 2	SEJ: 1	JIBS: 1	ORM: 1
AMR: 2	AMA: 1	JMS: 3	Others: 5
SMJ: 7	JoM: 3	ET&P: 4	TOTAL = 29

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. 2013. Resource Orchestration Management. In E.H. Kessler (ed) *Encyclopedia of Management Theory*, Thousand Oaks, CA: Sage Publications. In press.

Sirmon D.G. Forthcoming. 2014. Developing the field of family business research: Legitimization, theory, and distinctiveness. In P. Sharma, L. Melin and M. Nordqvist (eds): *The Sage Handbook of Family Business Research*, Thousand Oaks, CA: Sage Publications. In press.

Proceedings

Pahnke, EC., Sirmon, DG., Rhymer, J., & Campbell, JT. 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

Murray, A., Rhymer, J., Sirmon, D. *Humans and agentic technologies: Toward a theory of conjoined agency in organizational routines*. 1st revision resubmitted to **Academy of Management Review**.

Sirmon, D.G, Fisher, G., Murray, A. *Volatility of Community-Based Advantage: A Resource-Based View of Community-Driven Performance Gains and Latent Hazard*. Initial submission to **Strategic Management Journal**.

Murray, A., Rhymer, J., Sirmon, D. *Organizing with distributed ledger technology*. Initial submission to **Organization Science**

Hill, C., Murray, A., Sirmon, D. *Capitalism, governance, income inequality, and blockchain technology*. Initial submission to **Academy of Management Review**

Sirmon, D.G., Schijven, M., Brymer, R. *Second-order fit in acquisitions: The contingent effects of strategic and organizational fit*. Initial submission to **Strategic Management Journal**.

Ndofor, H., Carnes, C., Sirmon, DG., Chapman, CT. *The Long and Short of it: Stakeholder Conflict in Organizational Decline*. Initial submission to **Strategic Management Journal**.

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*. Initial submission to **Strategic Entrepreneurship 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*. Initial submission to **Journal of Product Innovation Management**.

Work in Progress

Sirmon, D.G., Tuggle, C.S., Withers, M., & Josefy, M. *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*

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*.

Chirico, F., Ireland, R.D., Sirmon, D.G. *Radical Innovation in Multi-family Owned Firms*

Presentations (refereed)

2019 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*. Strategy Science Conference, Salt Lake.

2019 Certo, S.T., Busenbark, J.R., Sirmon, D.G. *On Corporate Inequality*. Academy of Management, Boston

2019 Hitt, M.A., Lim, S., Sirmon, D.G. *Strategic Alignment in Acquisitions to Create Value: Exploration, Exploitation and Dynamic Managerial Capability*. Strategic Management Society, Minneapolis.

***** Best Conference Paper Award Nominee**

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**

- 2018 Rhymer, J., Murray, A., and Sirmon, D. *Rethinking Interdependence and Coordination: Organizational Structure in Age of Distributed Ledger*. Academy of Management, Chicago
- 2017 Campbell, JT., Pahnke, EC, Sirmon, DG., & 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, DG., Chapman, CT. *When Stakeholders Become 'Stuckholders': Stakeholder Conflict in Turning around Organizational Decline*. Strategic Management Society, Houston
- 2016 Campbell, JT., Pahnke, EC, Sirmon, DG., & 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*.
- 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

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

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:

Organization Science
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

Teaching Credit and Compensation Committee, UW 2019
M&O Doctoral Student Selection Committee, UW 2019
M&O Strategy/Ent Faculty Search Committee - Chair, UW 2018
Strategic Planning Committee II for M&O, UW 2017, 2018, 2019
Core Course Coordinator: MGMT 430, UW 2017-2018
Faculty Award-Selection Committee, UW 2018
M&O Departmental Chair Search Committee, UW 2018
Faculty Council, UW 2015-2017
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: Getting More for Less: Resourcefulness in Entrepreneurship PDW 2019
AoM: Managing Time as a Resource and Managing Resources over Time PDW 2019
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