**David G. Sirmon**

Foster School of Business

University of Washington

Seattle, Washington 98195

Email: [dsirmon@uw.edu](mailto:dsirmon@uw.edu)

# EDUCATION

Ph.D.Arizona State University, 2004

Business Administration - Strategy / Entrepreneurship

MBA University of Montana, 1997

BSUniversity of Montana, 1996 - Honors

PROFESSIONAL EXPERIENCE

University of Washington, Foster School of Business

2024- Co-Editor *Strategic Entrepreneurship Journal*

2021- Full Professor

2020- Faculty Director - MS Entrepreneurship

2019- Robert Herbold Professor of Strategy

2012-2021 Associate Professor

2012-2019 Robert Herbold Professor in Entrepreneurship

Texas A&M University, Mays School of Business

2011-2012 Associate Professor

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

2006-2011 Assistant Professor

Clemson University, College of Business and Behavior Science

2004-2006 Assistant Professor

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

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**

2022 Best Published Paper Award Winner, *Academy of Management Review*

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 – 2020, 2019, 2018, 2017, 2016, 2013

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

2017 Excellence in Graduate Teaching – Foster School, UW

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

RESEARCH

#### Refereed Publications

[36] Chirico F, Naldi L, Hitt MA, Sieger P, Sirmon DG, Xu K. Forthcoming. Orchestrating resources with suppliers for product innovation. ***Journal of Product Innovation Management,***in press.

[35] Pahnke EC, Sirmon DG, Rhymer J, Campbell JT. 2023. Resource Interdependence and Successful Exit: A Configurational Perspective on Young Technology Firms. ***Strategic Entrepreneurship Journal***, 17: 507-534.

[34] Carnes CM, Hitt MA, Sirmon DG, Chirico F, Huh DW. 2022. Leveraging Resources for Innovation: The Role of Synchronization. ***Journal of Product Innovation Management***, 39: 160-176.

[33] Tuggle CS, Sirmon DG, Borgholthaus C, Bierman L, Bass AE. 2022. From Seats at the Table to Voices in the Discussion: Antecedents of Underrepresented Director Participation in Board Meetings. ***Journal of Management Studies***, 59: 1253-1283.

**\*\*\*Featured in *Harvard Business Review* July-August 2022:** [**A Seat at the Table Is Not Enough (hbr.org)**](https://hbr.org/2022/06/a-seat-at-the-table-is-not-enough)

[32] D’Oria L, Crook TR, Ketchen DJ Jr, Sirmon DG, Wright M. 2021. The evolution of Resource-Based inquiry: A review and meta-analytic integration of the strategic resources-action-performance pathway. ***Journal of Management****,* 47: 1383-1429

[31] Murray A, Rhymer J, Sirmon DG. 2021. Humans and agentic technologies: Toward a theory of conjoined agency in organizations*.* ***Academy of Management Review*,** in press.

**\*\*\*2021 Best Paper of the Year Award – *AMR*\*\*\***

[30] Hitt MA, Sirmon DG, Li Y, Ghobadian A, Arregle JL, Xu K. 2021. Institutions, industries and entrepreneurial versus advantage-based strategies: How complex, nested environments affect strategic choice. ***Journal of Management and Governance,*** 25: 147-188.

[29] Carnes CM, Xu K, Sirmon DG, 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 JAC, Glynn MA, Jing R, Lounsbury M, Schüßler E, Sirmon DG, Tsui AS, Walsh JP, 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 DG. 2018. Pre-exit bundling, losing professionals, and firm performance. ***Journal of Management Studies,*** 55: 146-173.

[26] Miao C, Coombs JE, Qian S, Sirmon DG. 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 DG, Carnes CM. 2017. Living and dying: Synthesizing the literature on firm survival across stages of development. ***Academy of Management Annals,*** 11: 770-799.

[24] Campbell JT, Sirmon DG, 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 HA, Sirmon DG, 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 JT, Martin G, Hoskisson RE, Makri M, Sirmon DG. 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 DG. 2013. Organizational decline and turnaround: A review and agenda for future research. ***Journal of Management,*** 39(5): 1277-1307.

[20] Campbell JT, Campbell TC, Sirmon DG, Bierman L, Tuggle CS. 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 DG, 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 DG, Hitt MA, Ireland RD, Gilbert BA. 2011. Resource orchestration to create competitive advantage: Breadth, depth and life cycle effects. ***Journal of Management***, 37(5): 1390-1412.

[17] Chirico F, Ireland RD, Sirmon DG. 2011. Franchising and the family firm: Creating unique sources of advantage. ***Entrepreneurship Theory & Practice***, 35(3): 483-501.

[16] Hitt MA, Ireland RD, Sirmon DG, Trahms C. 2011. The current state of strategic entrepreneurship and future opportunities. ***Academy of Management Perspectives,*** 25(2): 57-75.

[15] Ndofor HA, Sirmon DG, 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 ST, Sirmon DG, 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 DG, Hitt MA, Arregle J-L, Campbell JT. 2010. [The dynamic interplay of capability strengths and weaknesses: Investigating the bases of temporary competitive advantag](http://onlinelibrary.wiley.com/doi/10.1002/smj.893/full)e. ***Strategic Management Journal***, 31(13): 1386-1409.

[12] Tuggle CS, Sirmon DG, Reutzel CR, 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 TR, Combs JG, Sirmon DG, 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 DG, Hitt MA. **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 JW, Tihanyi L, Ireland RD, Sirmon DG. 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 DG, Arregle J-L, Hitt MA, Webb JW. 2008. The role of family influence in firms’ strategic response to competitive threat. ***Entrepreneurship Theory & Practice***, 32(6): 979-998.

[7] Sirmon DG, Gove S, Hitt MA. 2008. Resource management in dyadic competitive rivalry: The effects of resource bundling and deployment. ***Academy of Management Journal***, 51(5): 919-935.

[6] Morrow JL, Sirmon DG, Hitt MA, Holcomb TR. 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 MA, Sirmon DG, 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 DG, Hitt MA, Ireland RD. 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 DG, Lane PJ. 2004. A model of cultural differences and international alliance performance. ***Journal of International Business Studies***,35(4): 306-319.

[2] Ireland RD, Hitt MA, Sirmon DG. 2003. Strategic entrepreneurship: The construct and its dimensions. ***Journal of Management***, 29(6): 963-989.

[1] Sirmon DG, Hitt MA. 2003. Managing resources: Linking unique resources, management and wealth creation in family firms. ***Entrepreneurship Theory and Practice****,* 27(4): 339-358.

**Summary: Journal Publications & Citations** – October 2023

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| --- | --- | --- | --- |
| Google Scholar: 25,993 h-index=31 i10-index=34 | | | |
| AMR: 3 | SEJ: 2 | JIBS: 1 | ORM: 1 |
| AMJ: 2 | AMA: 1 | JMS: 4 | Others: 7 |
| SMJ: 7 | JoM: 4 | ET&P: 4 | TOTAL = 36 |

###### Book Chapters

Sirmon DG. 2021. Extending the Microfoundations of Capability Development and Utilization: The Role of Agentic Technology and Identity-based Community. In I.M. Duhaime, M.A. Hitt, and M.A. Lyles (eds): ***Strategic Management: State of the Field and Its Future***, New York: Oxford University Press. 595-609.

Sirmon DG. 2018. Contributions of Michael A. Hitt. In Augier, M and Teece DJ (eds): ***The Palgrave Encyclopaedia of Strategic Management***, London, UK: Palgrave Macmillan.

Sirmon DG. 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,*** Thousand Oaks, CA: Sage Publications. 642-647.

Sirmon DG. & Matz C. 2013. Resource Orchestration Management. In E.H. Kessler (ed) ***Encyclopedia of Management Theory,*** Thousand Oaks, CA: Sage Publications. 664-666.

###### 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 DG, Tuggle CS, Carnes CM. 2014. Competing from the board room: How the board affects a firm's competitive dynamics. ***Academy of Management Best Paper Proceedings*.**

Tuggle CS, Sirmon DG, Bierman L, Bass AE. 2014. A multi-level model of minority director participation linking board diversity to firm performance. ***Academy of Management Best Paper Proceedings*.**

Campbell JT, Sirmon DG, Schijven M. 2013. The Good, the Bad, and the Fuzzy: A Configurational Approach to Acquisitions. ***Academy of Management Best Paper Proceedings*.**

Chirico F, Sirmon DG, 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 HA, Sirmon DG, He X. 2009. Resources, actions and performance: Investigating a mediated model. ***Academy of Management Best Paper Proceedings*.**

Sirmon DG, Fraser D, Tuggle C, [Haynes](http://mays.tamu.edu/directory/individual.php?eid=657) **KT,** 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 PJ, Sirmon DG. 2003. Meso-logic: Reconciling a firm’s macro and micro mental models to improve performance. ***Academy of Management Best Paper Proceedings.***

#### Work in Progress

Sirmon DG, Brymer R, Schijven M, Hill A*.* *The Performance Effects of Comparative Resource Utilization in Similarity- vs Complementarity-Based Acquisitions.*

Murray A, Rhymer J, Sirmon DG. *Organizing with distributed ledger technology.*

Sirmon DG, Fisher G, Murray A. *Volatility of Community-Based Advantage: A Resource-Based View of Community-Driven Performance Gains and Latent Hazard*

Sirmon DG, Tuggle CS, 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*

Sirmon DG, Lim S, Hitt MA, Xu K. *Strategic Alignment of Intangible Resources in Acquisitions to Create Value: Exploration and Exploitation Capabilities*.

Ndofor H, Carnes C, Sirmon DG, Chapman CT. *The Long and Short of it: Stakeholder Conflict in Organizational Decline.*

Withers M, Sirmon DG, Tuggle CS, Carnes CM. *Competing from the board room: How the board affects a firm's competitive dynamics*

Hill C, Murray A, Sirmon DG*. Capitalism, governance, income inequality, and blockchain technology.*

Sirmon DG, Boeker W, Park SH, Kim YS. *Aspirational Motivation and Competitive Conformity: Integrating Behavioral Theory of the Firm and Competitive Dynamics.*

**Presentations (refereed)**

2023 Sirmon DG, McClellan B. *Dependencies in governance*. Academy of Management Annual Meetings

2023 Taylor S, Sirmon DG. *Certification origination.* Academy of Management Annual Meeting

2021 Sirmon DG, Boeker W, Park SH, Kim YS. *Aspirational Motivation and Competitive Conformity: Integrating Behavioral Theory of the Firm and Competitive Dynamics.* Academy of Management Annual Meeting - Virtual

2020 Hitt MA, Lim S, Sirmon DG. ***Creating Value from Intangibles Orchestration in Acquisitions: Exploration, Exploitation, and Managerial Capability.*** American Accounting Association, Atlanta.

2020 Sirmon DG, Fisher G, Murray A. *Volatility of Community-Based Advantage: A Resource-Based View of Community-Driven Performance Gains and Latent Hazard.* Academy of Management, Vancouver

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 ST, Busenbark JR, Sirmon DG. *On Corporate Inequality.* Academy of Management, Boston

2019 Hitt MA, Lim S, Sirmon DG. *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 CT. *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, Sirmon DG. *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 CM, Hitt MA, Sirmon DG, Huh D, Chirico F. *The contingent effect of synchronization on leveraging resources for innovation.* Strategic Management Society, Berlin.

2015 Ndofor HA, Carnes CM, Sirmon DG, Trahms-Chapman CA. *Stakeholder Conflict in Organizational Decline and Turnaround.*

2014 Withers M, Sirmon DG, Tuggle CS, Carnes CM. *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 CS, Sirmon DG, Bierman L, Bass AE. *A multi-level model of minority director participation linking board diversity to firm performance*. Academy of Management, Philadelphia

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

2013 Carnes CM, Sirmon DG. *Resource Slack and Performance: Is Competition the Missing Link? A Meta-Analysis of Mediation.* Strategic Management Society, Atlanta

2013 Campbell JT, Sirmon DG, 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 CM, Hitt MA, Sirmon DG, Huh D, Chirico F. *The Influence of Synchronization and Performance on Strategic Choice and Innovation.* Academy of Management, Lake Buena Vista

2013 Sirmon DG, Chirico F, Ireland RD. *The Challenge of Product Innovation in Family Firms*. Academy of Management, Lake Buena Vista

2012 Ndofor HA, Sirmon DG, He X. *How TMT Heterogeneity and Faultlines Affect the Resource-Action-Performance Model.* Academy of Management, Boston

2012 Hitt MA, Sirmon DG, Li Y, Ghobadian A, Arregle J-L. *Institutional Polycentricty, Resource Orchestration and Firm Performance.* Academy of Management, Boston

2011 Sirmon DG, Chirico F. *Drivers of Innovation in Family Firms: Configurations of Family Influence, Knowledge Integration and Commitment to Change.* Strategic Management Society, Miami

2011 Sirmon DG, 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 DG, 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 DG, 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 CS, Sirmon DG, 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 DG, 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 DG, Gao S. *R&D resources, R&D management, and  
innovation: Evidence of mediation.* Academy of Management, Montréal

2010 Sirmon DG, Hitt MA, Ireland RD, Gilbert BA. *Asset Orchestration and Resource Management: Looking to the Future.* Academy of Management, Montréal

**\*\*\* Showcase Symposium - BPS, OMT & TIM**

**\*\*\* Best Symposium Award - OMT**

2010 Sirmon DG, 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 RD, Sirmon DG. *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 RD, Sirmon DG. *Franchising and the family firm: creating unique sources of advantage.* Family Enterprise Research Conference, Cancun, Mexico

2009 Tuggle CS, Sirmon DG, 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 DG, Gao S. *R&D* *resources, management and innovation: Evidence of mediation.* Strategic Management Society, Washington, D.C.

2009 Ndofor HA, Sirmon DG, He X. *Resources, actions and performance: Investigating a mediated model.* Academy of Management, Chicago

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

2009 Zelong W, Li Y, Sirmon DG, 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 DG, Zhu H. *Moderating effects of managerial ties on resource bundling and firm performance: China vs. U.S.* Academy of Management, Chicago

1. Sirmon DG, Fraser D, Tuggle C, [Haynes](http://mays.tamu.edu/directory/individual.php?eid=657) **KT,** 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 JE, Wesley CL-II, Sirmon DG, Webb J. *Good timing, blind luck or undue influence? CEO power, institutional ownership, and stock option backdating*. Academy of Management, Anaheim

2008 Coombs JE, Gilley KM, Sirmon DG, Wesley CL-II. *A contingency model of corporate social performance in family firms*. Babson College-Kauffman Foundation Entrepreneurship Conference, Chapel Hill, NC.

2007 Bierman L, Sirmon DG, Fraser D, Hitt MA, 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 DG, Arregle J-A, Hitt MA, Webb J. *Creating wealth in family firms through managing resources.* Theories of the Family Enterprise Conference, Starkville, MS.

2007 Sirmon DG, Hitt MA, 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 JW, Tihanyi L, Ireland RD, Sirmon DG. *The informal economy: Entrepreneurship outside of institutions.* Academy of Management, Philadelphia

2006 Sirmon DG, Hitt MA. *The case for synchronization: How matching resource investment and firm strategy affects performance.* Academy of Management, Atlanta.

2005 Morrow JL, Hitt MA, Sirmon DG, Holcomb TR. *Strategic actions and value creation: The case of firms facing crisis.* Strategic Management Society, Orlando.

**\*\*\* Best Conference Paper Award - Honorable Mention**

2005 Sirmon DG, Hitt MA, Hillman AJ. *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 MA, Sirmon DG, Very P. *The development of organizational social capital and its performance implications: Insights from family firms.* Strategic Management Society, Baltimore.

2003 Gove S, Sirmon DG, Hitt MA. *Relative resource advantages: The effect of resources and resource management on organizational performance.* Strategic Management Society, Baltimore.

2003 Lane PJ, Sirmon DG. *Meso-logic: Reconciling a firm’s macro and micro mental models to improve performance.* Academy of Management, Seattle.

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

2003 Sirmon DG, Hitt MA, Ireland RD. *Managing the firm's resources in order to achieve and maintain a competitive advantage.* Academy of Management, Seattle.

2002 Lane PJ, Sirmon DG. *Function logics: Coordination routines and influencing alliance performance.* Academy of Management, Denver.

2001 Lane PJ, Sirmon DG. *Research logic, partner conflict and international alliance success.* Strategic Management Society, San Francisco.

2001 Lane PJ, Sirmon DG. *Research logic, partner nationality and international technology alliances.* Links Conference: Governing Knowledge Processes, Copenhagen.

2001 Sirmon DG, Hitt MA. *Creating wealth in family firms through managing resources.* Center for Entrepreneurship and Family Enterprise: Theories of the Family Enterprise, Edmonton.

**Presentations (invited)**

2018 Sirmon DG. *M&A fit.* University of Miami, Department of Management.

2011 Sirmon DG. *Resources and Governance.* Emerging Scholar Award Presentation, SMS - Miami, Florida.

2011 Sirmon DG. *Resource Orchestration: Extending RBV.* Plenary Participant, ACAC Atlanta, Georgia.

2009 Sirmon DG. *Resource management: Prospects for advancement.* Texas A&M University, Department of Agricultural Economics

2008 Sirmon DG. *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. My classes rigorously intertwine theory and practical application to equip students for success.

**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 792: Corporate Growth Strategies - 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

**Editorial Work / Reviewing**

Associate Editor:

Strategic Entrepreneurship Journal 2020-

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: STR; ENT; Research Methods

**Department/College Committees**

Endowments Committee – Chair UW, 2022

M&O Strategy/Ent Faculty Search Committee - Chair, UW 2022

M&O Doctoral Student Selection Committee, UW 2021

M&O A- Journal Taskforce – Chair, UW 2020

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**

Niki West, UW, Committee member, in process

Young Seok Kim, UW, Committee member

Jen Rhymer, UW, Committee member, defended June, 2020

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**

SMS: Junior Scholar Workshop, Panelist 2020

AoM: [Getting More for Less: Resourcefulness in Entrepreneurship](javascript:ShowDialog_NoReturnValue('/imis/aommodal.aspx?sid=11678',%20null,%20'90%25',%20'90%25',%20'',%20null,%20'E',%20null,%20false,%20false,%20null,%20null);) PDW 2019

AoM: [Managing Time as a Resource and Managing Resources over Time PDW 2019](javascript:ShowDialog_NoReturnValue('/imis/aommodal.aspx?sid=19633',%20null,%20'90%25',%20'90%25',%20'',%20null,%20'E',%20null,%20false,%20false,%20null,%20null);)

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