

Donald J. (DJ) Schepker

Darla Moore School of Business

University of South Carolina

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Columbia, SC 29208

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ACADEMIC APPOINTMENTS

University of South Carolina

Columbia, SC

Darla Moore School of Business

Moore Faculty Fellow, 2021-present

Associate Professor, Management, 2020-present

Assistant Professor, Management, 2012-2020

Research Director, Center for Executive Succession, 2018-Present

EDUCATION

University of Kansas

Doctor of Philosophy in Business Administration, Management

2012

School of Business

Dissertation: "The Role of Executive Capital and the Market for Alternative Candidates in CEO Dismissal and Labor Market Consequences for Dismissed Executives"

Babson College

Bachelor of Science in Business Administration

2003

REFEREED JOURNAL PUBLICATIONS

1. Kolev, K., Schepker, D.J., Wangrow, D.B., & Barker, V.L. 2023. The board committee chair effect: How much does it contribute to firm performance? *Journal of Management*. DOI: 10.1177/01492063231206108.
2. Park, J., Maltarich, M., Thatcher, S.M.B., & Schepker, D.J. 2023. Perceived faultlines and decentralized structures in decision making teams. *Small Group Research*, 54: 671-707.
3. Havrylyshyn, A., Schepker, D.J., & Nyberg, A.J. 2023. In the club? How categorization and contact impact the board gender diversity-firm performance relationship. *Journal of Business Ethics*, 184: 353-374.

4. Wangrow, D.B., Schepker, D.J., & Barker, V.L. 2022. When does CEO succession lead to strategic change? The mediating role of top management team replacement. *Journal of General Management*, DOI: 10.1177/0306307022.
5. Allen, D., Schepker, D.J., & Chadwick, C. 2022. Firms' responses to changes in frictions in related human capital factor markets. *Strategic Management Journal*, 43: 1347-1373.
6. Ployhart, R., Schepker, D.J., & McFarland, L. 2022. A review and theoretical framework for understanding external team contexts. *Journal of Applied Psychology*, 107: 1052-1069.
7. Maltarich, M., Park, J., Thatcher, S.M.B., & Schepker, D.J. 2021. Perceived faultlines in group dynamics: An individual-level perspective. *Small Group Research*, 52: 565-599.
8. Essman, S., Schepker, D.J., Nyberg, A.J., & Ray, C. 2021 Signaling a successor: A theoretical and empirical analysis of the executive compensation-CEO succession relationship. *Strategic Management Journal*, 42: 185-201.
9. Nyberg, A.J., Cragun, O., & Schepker, D.J. 2021. CEO succession and board decision making: Review and suggestions for I/O Psychology, HRM, and OB to advance the field. *Annual Review of Organizational Psychology and Organizational Behavior*, 8: 173-198.
10. Campion, M.C., Schepker, D.J., Campion, M.A., & Sanchez, J.I. 2020. Competency modeling: A theoretical and empirical examination of the strategy dissemination process. *Human Resource Management*, 59: 291-306.
11. Bliese, P.D., Schepker, D.J., Ployhart, R.E., & Essman, S. 2020. Bridging methodological divides between macro and micro research: Endogeneity and methods for panel data. *Journal of Management*, 46: 70-99.
12. Kolev, K., Wangrow, D.B., Barker, V.L. III, & Schepker, D.J. 2019. Board committees in corporate governance: A cross-disciplinary review and agenda for the future. *Journal of Management Studies*, 56: 1138-1193.
13. Schepker, D.J. & Barker, V.L. 2018. How stigmatized are dismissed chief executives? The role of character questioning causal accounts and executive capital in dismissed CEO re-employment. *Strategic Management Journal*, 39: 2566-2586.
14. Liang, X., Barker, V.L., & Schepker, D.J. 2018. Chief executive cognition, turnaround strategy, and turnaround attempts of declining firms. *Journal of Change Management*, 18: 304-326.

15. Schepker, D.J., Nyberg, A.J., Ulrich, M., & Wright, P.M. 2018. Planning for the future of leadership: Board comprehensiveness and Chief Executive Officer influence in succession planning. *Academy of Management Journal*, 61: 523-552.
16. Schepker, D.J., Oh, W.Y., & Patel, P.C. 2018. Interpreting equivocal signals: Market reaction to specific purpose poison pill adoption. *Journal of Management*, 44: 1953-1979.
17. Wangrow, D.B., Schepker, D.J., & Barker, V.L. III. 2018. Power, performance, and expectations in the dismissal of NBA coaches: A survival analysis study. *Sport Management Review*. 21: 333-346.
18. Schepker, D.J., Kim, Y., Patel, P.C., Thatcher, S.M.B., & Campion, M. 2017. CEO succession, strategic change, and post-succession performance: A meta-analysis. *Leadership Quarterly*, 28: 701-720.
19. Luth, M.T. & Schepker, D.J. 2017. Antecedents of corporate social performance: The effects of task environment managerial discretion. *Social Responsibility Journal*, 13: 339-354.
20. Martynov, A. & Schepker, D.J. 2017. Risk preference and asset ownership: Integrating prospect theory and transaction cost economics. *Managerial and Decision Economics*, 38: 125-143.
21. Wangrow, D.B., Schepker, D.J., & Barker, V.L. 2015. Managerial discretion: An empirical review and focus on future research directions. *Journal of Management*, 41: 99-135.
22. Schepker, D.J., Oh, W.Y., Martynov, A., & Poppo, L. 2014. The many futures of contracts: Moving beyond structure and safeguarding to coordination and adaptation. *Journal of Management*, 40: 193-225.
23. Schepker, D.J. & Oh, W.Y. 2013. Substitutes or complements? Corporate governance mechanisms and poison pill repeal. *Journal of Management*, 39: 1729-1759.
24. Poppo, L. & Schepker, D.J. 2010. Repairing public trust in organizations, *Corporate Reputation Review*, 13: 124-141.

BOOK CHAPTERS AND OTHER ARTICLES

Schepker, D.J. 2024. Executive succession. In R. Griffin (Eds.), *Oxford Bibliographies in Management*. Oxford University Press: New York.
<https://www.oxfordbibliographies.com/display/document/obo-9780199846740/obo-9780199846740-0223.xml>.

Schepker, D.J. & Bliese, P.D. 2023. Using mixed-effect growth models to examine time as a predictor of interest and between-firm differences over time. In A. Hill, A. McKenny, P. O’Kane, & S. Paroutis (Eds.), ***Research Methodology in Strategy and Management: Methods to Improve our Field***. 79-99. Emerald Publishing: Bingley, UK.

Ployhart, R.E., Schepker, D.J., Wright, P.M., & Strizver, S.D. 2023 Creating dynamic capabilities for agile executive selection and succession. In Zaccaro, S.J., Hiller, N.J., & Klimoski, R. (Eds.), ***Senior Leadership Teams and the Agile Organization***. Taylor and Francis.

Nyberg, A.J., Schepker, D.J., Cragun, O.R., & Wright, P.M. 2017. Succession planning: Talent management’s forgotten, but critical tool. In D. Collings, W. Cascio, & K. Mellahi (Eds.), ***Oxford Handbook of Talent Management***.

Wright, P., Schepker, D. J., Nyberg, A. J., Ulrich, M. D. 2016. Choosing the Next CEO: Assessment Practices and Challenges. In P. Wright, D. Ulrich, R. Antoine, & L. Sartain (Eds.), ***View from the Top: Leveraging Human and Organization Capital to Create Value***.

Wright, P.M. & Schepker, D.J. 2015. Why boards go awry in their hiring decisions. ***The Wall Street Journal***, October 26, page R8.

Schepker, D.J., Ulrich, M.D., Nyberg, A.J., & Wright, P.M. 2015. Board processes and CEO succession planning. In John Humphreys (Ed.), ***Proceedings of the Seventy-fifth Annual Meeting of the Academy of Management***, Online ISSN: 2151-6561.

Poppo, L. & Schepker, D.J. 2014. The repair of public trust following controllable or uncontrollable organizational failures: A conceptual framework. In J.D. Harris, B. Moriarty, & A.C. Wicks (Eds.), ***Public Trust in Business***. 326-360. Cambridge University Press: Cambridge, UK.

RESEARCH UNDER REVIEW OR REVISION

Hymer, C., Raineri, T.J., Steinbach, A.L., & Schepker, D.J. CEO parenthood and firm flexible work policies. Revise and resubmit, ***Academy of Management Journal***.

Lang, M., Hennig, J.C., Wolff, M., & Schepker, D.J. Navigating the CEO Selection Process: The Role of Procedural Competencies in the Nomination Committee. Under review, ***Strategic Management Journal***.

Steinbach, A.L., Auslander, J., & Schepker, D.J. CEOs of the Roundtable: Examining ESG of BRT signees vs. non-signees. Under review, ***Organization Science***.

Yadav, R., Khadka, I., Steinbach, A.L., & Schepker, D.J. Lead independent directors: Navigating the tension and enhancing board effectiveness. Revise and resubmit, *Organization Science*.

CONFERENCE PRESENTATIONS

Millin, A. & Schepker, D.J. Present and Largely Unexplored: Understanding CHRO Tenures and Strategic Functions on TMTs. Presented at the Annual Meeting of the Southern Management Association, San Antonio, 2024.

**Winner of the SMA 2024 Best Doctoral Student Paper in the Human Resources and Research Methods Track (Track 4)*

Kolev, K., Schepker, D.J., Wangrow, D.B., & Barker, V.L. Drivers of CEO compensation: Examining the industry, firm, CEO, board, and compensation committee levels effects. Presented at the Annual Conference of the Strategic Management Society, Istanbul, 2024.

**Nominated for the SMS Annual Conference Best Paper Prize*

Huang, X., Watanabe, N., Soebbing, B., & Schepker, D.J. Social dynamics within the front office – A further exploration of coach dismissal in the NBA. Presented at the Annual Meeting of the North American Society for Sport Management, Minneapolis, 2024.

Auslander, J., Steinbach, A., & Schepker, D.J. CEOs of the roundtable: Firms' commitment to stakeholders following the 2019 Business Roundtable statement. Presented at the Annual Conference of the Strategic Management Society, Toronto, 2023.

Morales-Solis, J.C., Barker, V.L., & Schepker, D.J. Does CEO experience signal quality to boards? The role of human, social, and reputational capital. Presented at the Annual Meeting of the Academy of Management, Boston, 2023.

Huang, X., Watanabe, N., Soebbing, B., & Schepker, D.J. Organizational structure and power dynamics – A further exploration of coach dismissal in the NBA. Presented at the North American Society for Sport Management Annual Conference, Montreal, 2023.

Wangrow, D.B., Schepker, D.J., & Barker, V.L. CEO succession and strategic change: The mediating role of top management team replacement. Presented at the Annual Conference of the Strategic Management Society, London, 2022.

Morales-Solis, J.C., Barker, V.L., & Schepker, D.J. Does CEO experience signal quality to boards? The role of human, social, and reputational capital. Presented at the Annual Conference of the Strategic Management Society, London, 2022.

- Havrylyshyn, A. & Schepker, D.J. How decision makers' career histories impact the gender diversity of the CEO successor candidate pool. Presented at the Annual Meeting of the Academy of Management, Seattle, 2022.
- Grabowski, J., Schepker, D.J., & Barker, V.L. Does the director labor market settle up? Examining directorships for fired CEOs. Presented at the Annual Meeting of the Academy of Management, 2021.
- Schepker, D.J., Wangrow, D.B., & Barker, V.L. The board committee chair effect: How much does it contribute to firm performance? Presented at the Annual Conference of the Strategic Management Society, 2020.
- Havrylyshyn, A., Schepker, D.J., & Nyberg, A.J. Succeeding at CEO succession planning: Linking expertise, board attention, and planning activities. Presented at the Annual Meeting of the Academy of Management, 2020.
- Essman, S. & Schepker, D.J. Signaling a successor: Examining the executive compensation-CEO succession relationship. Presented at the Annual Meeting of the Academy of Management, Boston, 2019.
- Cragun, O., Schepker, D.J., & Wright, P.M. How narcissistic CEOs affect CEO succession planning. Presented at the Annual Meeting of the Academy of Management, Boston, 2019.
- Kistler, J., Sharma, L., Schepker, D.J., & Malhotra, M.K. Government ideology and hospital responses to the affordable care act legislation. Presented at the Annual Meeting of the Academy of Management, Boston, 2019.
- Essman, S., Schepker, D.J., & Nyberg, A.J. CEO pay disparity as a signal of outside CEO succession. Presented at the Special Conference of the Strategic Management Society, Las Vegas, 2019.
- Wangrow, D.B., Schepker, D.J., & Barker, V.L.III. Charting their own path: Developing and operationalizing a new CEO managerial discretion scale. Presented at the Special Conference of the Strategic Management Society, Las Vegas, 2019.
- Essman, S., Nyberg, A.J., & Schepker, D.J. Unraveling the CEO compensation – CEO succession paradox. Presented at the Annual Conference of the Strategic Management Society, Paris, 2018.
- Schepker, D.J. & Oh, W.Y. Signal to noise? How strategic noise influences investor responses to firm decisions. Presented at the Annual Meeting of the Academy of Management, Chicago, 2018.

- Schepker, D.J. Leading to turnover: CEO succession planning. Presented in symposium for Changing of the guard: New directions in CEO turnover research at the Annual Meeting of the Academy of Management, Chicago, 2018.
- Wangrow, D.B., Schepker, D.J., & Barker, V.L. Making it personal: Developing a new managerial discretion scale to examine CEO traits. Presented at the Annual Meeting of the Academy of Management, Atlanta, 2017.
- Park, J., Maltarich, M., Thatcher, S.M.B., & Schepker, D.J. The dynamic nature of activated faultlines: Does task allocation matter? Presented at the Annual Meeting of the Academy of Management, Atlanta, 2017.
- Park, J., Maltarich, M., Thatcher, S.M.B., & Schepker, D.J. Faultlines and decision-making structure in teams over time. Presented at the SIOP Annual Conference, Orlando, 2017.
- Poppo, L., Kammerer, K., Cheng, Z., & Schepker, D.J. Is negative news always bad news? The coupling of reputation, trust, and ambiguous negative news. Presented at the Annual Conference of the Strategic Management Society, Berlin, 2016.
- Schepker, D.J., Ulrich, M.D., Nyberg, A.J., & Wright, P.M. Reconciling tensions: Board and CEO influences on CEO succession planning processes, Presented at the Annual Conference of the Strategic Management Society, Denver, 2015.
- Schepker, D.J., Pearce, J.A., & Robinson, R.B. Limiting discretion: The role of parental ties and spin-off strategic change, Presented at the Annual Conference of the Strategic Management Society, Denver, 2015.
- Schepker, D.J., Ulrich, M.D., Nyberg, A.J., & Wright, P.M. Board processes and CEO succession planning, Presented at the Annual Meeting of the Academy of Management, Vancouver, 2015.
- Schepker, D.J. & Oh, W.Y. Governance context and market reaction to specific purpose poison pill adoption, Presented at the Annual Meeting of the Academy of Management, Vancouver, 2015.
- Schepker, D.J., Pearce, J.A., & Robinson, R.B. Breaking free: Spin-off ties to parent firms, managerial discretion, and spin-off strategic change, Presented at the Annual Meeting of the Academy of Management, Vancouver, 2015.
- Poppo, L., Kammerer, K., & Schepker, D.J. Falling from grace: Why great reputations fail to protect companies from alleged violations, Presented at the Strategic Management Society Annual Conference, Madrid, 2014.

- Wangrow, D.B., Schepker, D.J., & Barker, V.L. How do new CEOs implement change? The mediating effects of TMT turnover on new CEO ability to implement strategic changes, Presented at the Annual Meeting of the Academy of Management, Philadelphia, 2014.
- Pearce, J.A., Robinson, R.B., & Schepker, D.J. Board independence and stability reduce variability in firm performance, Presented at the Annual Meeting of the Academy of Management, Philadelphia, 2014.
- Schepker, D.J. & Barker, V.L. Overcoming the stigmatization of dismissal: The role of executive capital in the re-employment of dismissed CEOs, Presented at the Strategic Management Society Annual Conference, Atlanta, 2013.
- Schepker, D.J. & Barker, V.L. What happens to dismissed CEOs: Human, reputational, and social capital in CEO re-employment, Presented at the Annual Meeting of the Academy of Management, Orlando, 2013.
- Chadwick, C., Schepker, D.J., & Allen, D. Insights on chief executive dismissal from a natural experiment in the National Football League, Presented at the Strategic Management Society Annual Conference, Prague, 2012.
- Chadwick, C., Schepker, D.J., & Allen, D. It's not only wins and losses, it's when you play the game: Chief executive dismissal in the National Football League, Presented at the Annual Meeting of the Academy of Management, Boston, 2012.
- Luth, M.T. & Schepker, D.J. Why do firms do good? Industry conditions and firms' motivation for social responsibility, Presented at the Annual Meeting of the Academy of Management, San Antonio, 2011.
- Schepker, D.J. & Barker, V.L. Winning isn't everything: Effects of power, reputation, and expectations in NBA coach dismissals, Presented at the Annual Meeting of the Academy of Management, Montreal, 2010.
- Poppo, L. & Schepker, D.J. Public trust in organizations: Its origins, violations, and optimal repair mechanisms, Presented at the Annual Meeting of the Academy of Management, Montreal, 2010.
- Schepker, D.J. & Oh, W.Y. Firm governance and the repeal of poison pills, Presented at the Annual Meeting of the Academy of Management, Montreal, 2010.
- Schepker, D.J. Responding to organizational crises: Impression management activities to repair firm reputation, Presented at the Annual Meeting of the Academy of Management, Chicago, 2009.

Schepker, D.J. Firm performance, industry performance, and CEO succession: A theoretical framework, Presented at the Annual Meeting of the Academy of Management, Chicago, 2009.

Schepker, D.J. The effects of motivational orientations on CEO compensation, Presented at the Annual Meeting of the Academy of Management, Anaheim, 2008.

WORKING PAPERS

Bliese, P.D., De Bruyn, G., DeBacker, J., & Schepker, D.J. DGM and Strategy Research. Preparing for submission, *Organizational Research Methods*.

Burkert, S., Gehrke, Y., Schepker, D.J., & Nyberg, A.J. Early stage CEO evaluation and CEO strategic decision making. Preparing for submission to *Strategic Management Journal*.

Grabowski, J., Schepker, D.J., & Barker, V.L. Dismissed CEOs and directorships. Preparing for submission to *Journal of Management*.

Havrylyshyn, A., Schepker, D.J., Nyberg, A.J., & Wright, P.M. Board attention to CEO succession planning: Occupational expertise of directors as antecedents. Preparing for submission to *Human Resource Management*.

Hwang, S., Schepker, D.J., & Nyberg, A.J. CEO generativity and CEO succession planning. Preparing for submission to *Academy of Management Journal*.

Hymer, C. & Schepker, D.J. CEO parenthood and firm work-life balance. Preparing for submission to *Journal of Management Studies*.

Kistler, J., Sharma, L., Schepker, D.J., & Malhotra, M.K. Government ideology and ACA adoption. Preparing for submission to *POMS*.

Kolev, K., Schepker, D.J., Wangrow, D.B., Barker, V.L., & Bliese, P.D. What drives CEO compensation? A variance decomposition approach. Preparing for submission to *Strategic Management Journal*.

Millin, A. & Schepker, D.J. How CHROs spend their time: A growth curve analysis. Preparing for submission to *Strategic Management Journal*.

Morales-Solis, J.C., Barker, V.L., & Schepker, D.J. Who prefers experienced CEOs? Preparing for submission to *Strategic Management Journal*.

Yadav, R., Schepker, D.J., & Wangrow, D.B. A QCA approach to examining managerial discretion. Preparing for submission to *Academy of Management Journal*.

Lee, J., Zachary, M., & Schepker, D.J. Investor reactions to dismissed CEO re-employment. Preparing for submission to *Strategic Management Journal*.

PAPERS/PROJECTS IN DEVELOPMENT

Khadka, I., Schepker, D.J., and Nyberg, A.J. Changes in Board Composition over Time.

Khadka, I., Yadav, R., Schepker, D.J., & Steinbach, A.L. Boardroom battles: Influence of the executive chair on early CEO dismissal. Collecting data.

Schepker, D.J. & Essman, S. Evaluating the validity of using the “high five” as indicators of a firm’s Top Management Team.

Huang, X., Watanabe, N., Soebbing, B., & Schepker, D.J. Social dynamics within the front office – A further exploration of coach dismissal in the NBA.

AWARDS AND HONORS

Academy of Management Review

Outstanding Reviewer, 2024

Outstanding Bridge Reviewer Mentor Award, 2023

Developmental Reviewer Award, 2020

Journal of Applied Psychology Best Ad Hoc Reviewer, 2022 (for reviews conducted in 2021)

Moore Research Fellow, Darla Moore School of Business, 2021-2023

Journal of Management Outstanding Reviewer Award, 2020, 2021, 2024

Co-Reviewer of the Year, Strategic Management Society International Meeting, Strategic Leadership and Governance Interest Group, 2021

Outstanding Reviewer Award, Strategic Management Society International Meeting, Strategic Leadership and Governance Interest Group, 2015, 2016, 2020

Outstanding Reviewer Award, Academy of Management Conference, Strategic Management (formerly Business Policy & Strategy) Division, 2010, 2013, 2014, 2015, 2016, 2017, 2018, 2020

2011 BPS Doctoral Consortium, Selected to participate in the 2011 Business Policy & Strategy Doctoral Consortium at the Academy of Management meeting in San Antonio.

Dissertation Fellowship, University of Kansas School of Business, Academic year 2011-2012, Awarded annually to three doctoral students recognizing outstanding achievement to allow students to work full time on their dissertations.

2011 Max E. Fessler Dissertation Award, Awarded to one School of Business doctoral student annually to recognize the potential quality of doctoral dissertation research.

2011 Constance B. Ducey Doctoral Student Teaching Award, Awarded annually to one School of Business doctoral student to recognize outstanding teaching.

2010 John O. Tollefson Doctoral Student Teaching Award, Awarded annually to two School of Business doctoral students to recognize teaching by doctoral students.

TECHNICAL REPORTS

Steinbach, A.L., Schepker, D.J., Wright, P.M., & Nyberg, A.J. The CHRO's Role in ESG. Results of the 2023 HR@Moore Survey of Chief HR Officers.

Wright, P.M., Schepker, D.J., Nyberg, A.J., Steinbach, A.L., Avedon, M., & Bailey, A. Navigating the Political and Cultural Landscape: How Companies Decide When to Engage. Results of the 2023 HR@Moore Survey of Chief HR Officers.

Wright, P.M. Schepker, D.J., Nyberg, A.J., Steinbach, A.L., Avedon, M., & Bailey, A. The CHRO Role in 2023: Findings from the HR@Moore Survey of Chief Human Resource Officers.

Schepker, D.J., Wright, P.M., Steinbach, A.L., Nyberg, A.J., & Bailey, A. The Current State of CEO Succession Planning Practices. Results of the 2022 HR@Moore Survey of Chief HR Officers.

Steinbach, A.L., Schepker, D.J., Nyberg, A.J., & Wright, P.M. ESG Trends. Results of the 2022 HR@Moore Survey of Chief HR Officers.

Wright, P.M., Nyberg, A.J., Schepker, D.J., Steinbach, A., & Bailey, A. The Chief Human Resources Officer Role. Results of the 2022 HR@Moore Survey of Chief HR Officers.

Wright, P.M., Nyberg, A.J., Schepker, D.J., & Strizver, S. Managing High Potentials and Executives. Results of the 2022 HR@Moore Survey of Chief HR Officers.

Schepker, D.J., Wright, P.M., Nyberg, A.J., & Strizver, S. Organizational Responses to Say-on-Pay Votes. Results of the 2021 HR@Moore Survey of Chief HR Officers.

Wright, P.M., Nyberg, A.J., Schepker, D.J., & Strizver, S. The CHRO Role and CEO Generativity: Results of the 2021 HR@Moore Survey of Chief HR Officers.

Wright, P.M., Schepker, D.J., Nyberg, A.J., & Strizver, S. The Impact of the 2020 Crises on Executive and Board Dynamics: Results of the 2021 HR@Moore Survey of Chief HR Officers.

Wright, P.M., Nyberg, A.J., Schepker, D.J., Carrig, K., & Essman, S. The Chief Diversity Equity and Inclusion Officer: Results of the 2021 HR@Moore Survey of Chief HR Officers.

Wright, P.M., Nyberg, A.J., Schepker, D.J., Essman, S., & Carrig, K.R. The Chief HR Officer Role: Results of the 2020 HR@Moore Survey of Chief HR Officers.

Wright, P.M., Nyberg, A.J., Schepker, D.J., Carrig, K.R., & Essman, S. Building Diversity into the Talent Pipeline for Senior Operating Roles: Results of the 2020 HR@Moore Survey of Chief HR Officers.

Wright, P.M., Schepker, D.J., Nyberg, A.J., & Essman, S. The impact of the COVID-19 crisis on executive succession: Results of the 2020 HR@Moore Survey of Chief HR Officers.

Wright, P.M., Schepker, D.J., Nyberg, A.J., Carrig, K., & Essman, S. Building the Board: Results of the 2019 HR@Moore Survey of Chief HR Officers.

Wright, P.M., Schepker, D.J., Nyberg, A.J., Carrig, K., & Essman, S. Building the Executive Leadership Team: Results of the 2019 HR@Moore Survey of Chief HR Officers.

Wright, P.M., Schepker, D.J., Nyberg, A.J., Carrig, K., & Essman, S. The CHRO and Culture: Results of the 2019 HR@Moore Survey of Chief HR Officers.

Wright, P.M., Nyberg, A.J., Schepker, D.J., & Essman, S. 2018. The Chief Human Resource Officer: Exploring the counselor, confidante, and coach role. Results of the 2018 HR@Moore Survey of Chief HR Officers.

Wright, P.M., Schepker, D.J., Nyberg, A.J., Cragun, O.R., & Hymer, C.B. 2017. CFO and CHRO succession: Comparing and contrasting the roles. Results of the 2018 HR@Moore Survey of Chief HR Officers.

- Wright, P.M., Nyberg, A.J., Schepker, D.J., Cragun, O.R., & Hymer, C.B. 2017. Inside the C-Suite: The CEO, the Board, and the ELT. Results of the 2017 HR@Moore Survey of Chief HR Officers.
- Wright, P.M., Nyberg, A.J., Schepker, D.J., Cragun, O.R., & Hymer, C.B. 2017. Diversity in CEO Succession Pools: Present State, Past Obstacles, and Future Solutions. Results of the 2017 HR@Moore Survey of Chief HR Officers.
- Wright, P.M., Schepker, D.J., Nyberg, A.J., & Ulrich, M.D. 2016. The Chief HR Officer's Role in CEO Succession: The View from the Board.
- Wright, P.M., Cragun, O.R., Nyberg, A.J., Schepker, D.J., & Ulrich, M.D. 2016. CEO Narcissism, CEO Humility, and C-Suite Dynamics. Results of the 2016 HR@Moore Survey of Chief HR Officers.
- Wright, P.M., Nyberg, A.J., Schepker, D.J., Cragun, O.R., & Ulrich, M.D. 2016. The Changing Chief Human Resources Officer Role. Results of the 2016 HR@Moore Survey of Chief HR Officers.
- Wright, P.M., Nyberg, A.J., Schepker, D.J., Cragun, O.R., & Ulrich, M.D. 2016. Current practices in CEO succession. Results of the 2016 HR@Moore Survey of Chief HR Officers.
- Wright, P.M., Schepker, D.J., Nyberg, A.J., Call, M.L., & Ulrich, M.D. 2015. C-Suite Succession Failures: Causes, Effects, and Prevention. Results of the 2015 HR@Moore Survey of Chief HR Officers.
- Wright, P.M., Call, M.L., Nyberg, A.J., Schepker, D.J., & Ulrich, M.D. 2015. The Chief HR Officer Role: Results of the 2015 HR@Moore Survey of Chief HR Officers.
- Wright, P.M., Call, M.L., Nyberg, A.J., Schepker, D.J., & Ulrich, M.D. 2015. Building the C-Suite Talent Pipeline: Insights from the 2015 HR@Moore Survey of Chief HR Officers.
- Wright, P.M., Nyberg, A., Schepker, D., & Ulrich, M. 2014. CHRO Succession: Results of the 2014 HR@Moore Survey of Chief HR Officers.
- Wright, P.M., Schepker, D., Nyberg, A., & Ulrich, M. 2014. CEO Successor Assessment and Onboarding: Results of the 2014 HR@Moore Survey of Chief HR Officers.
- Wright, P.M., Ulrich M., Nyberg, A., & Schepker, D. 2014. The Impact of the PPACA on Employment Strategies: Results of the 2014 HR@Moore Survey of Chief HR Officers.

Wright, P.M., Nyberg, A., Schepker, D., & Ulrich, M. 2013. The Critical Role of the CHRO in CEO Succession: Results of the 2013 HR@Moore Survey of Chief HR Officers.

RESEARCH GRANTS / FUNDING

General Research Fund Grant, University of Kansas, 2010, 2011, 2013

TEACHING EXPERIENCE

University of South Carolina:

MBAD702 – Strategic Management – Strategic management capstone for PMBA program

MGMT878 – Strategy Formulation – PhD seminar in strategic management

MGMT478 – Strategic Management – Required course for all business majors

DMSB750 / 715 / 711– Strategic Management – Strategy course for one year MBA and IMBA programs

MBAD702 – Strategic Management – Strategy capstone for Global MBA program
Executive Education

Coca-Cola Consolidated, Leadership Academy, July 2021

Nephron Pharmaceuticals, Thinking Strategically, January 2021

AgFirst Farm Credit Union, Thinking Strategically, November 2019

South Carolina Governor’s School for Science and Mathematics, Certificate in Leadership Excellence Program

Translating Strategy into Results, November / December 2018

Valmet Leadership Forum, Valmet North America – June 2018, December 2018, December 2019

School Leadership Executive Institute

Translating Strategy into Results – March 2017

Certificate in Leadership Excellence/Certificate in Strategic Leadership,

Translating Strategy into Results – October 2016, February 2017, Fall

2017, Fall 2018, Spring 2019, Spring 2020, Spring 2021, Fall 2023, Fall 2024

Regional Leadership Program, Prysmian North America

Case Development – Fall 2015

Teaching – December 2015, July 2016

Project Team Mentoring – December 2015-January 2017

Business Analysis and Metrics – February 2015

Strategic Thinking and Analysis – March, November 2014

Business Acumen – May 2014

University of Kansas:

MGMT455 – General Management Processes and Change – Required course for all management majors

MGMT498 – Business Policy and Strategy – Required course for all business majors

SERVICE

Service to the Profession:

Editorial Positions

Associate Editor, The Leadership Quarterly – 2023-Present

Editorial Review Boards

Journal of Applied Psychology – 2022-Present

Academy of Management Review – 2020-Present

The Leadership Quarterly – 2020-2022

Journal of Management – 2015-Present

Journal of Management Research Methods Task Force, 2023-Present

Research Methods Consortiums

Strategic Management Society, Research Methods Consortium, Session Leader – April 2021

Academy of Management, Research Methods Consortium, Session Leader – June 2024

CARMA Research Methods Ask the Experts, Panel Member – September 2024

Outside Dissertation Committees

Xiaoan Huang 2024 – University of South Carolina, Sport Management

Jim Grabowski 2024 – University of Kansas

Juan Carlos Morales 2022 – University of Kansas

David Wangrow 2016 – University of Kansas

Karl Kammerer 2015 – University of Kansas

Session Chair

Strategic Management Society Annual Meeting, 2015, Denver, CO

Academy of Management Annual Meeting, 2016, Anaheim, CA

Strategic Management Society Annual Meeting, 2018, Paris

Ad Hoc Reviewer for:

Academy of Management Journal

European Management Review

Human Resource Management

Journal of Applied Psychology

Journal of Business Research
Journal of International Business Studies
Journal of Management Studies
Managerial and Decision Economics
Management Science
Organizational Research Methods
Organization Science
Social Sciences and Humanities Research Council of Canada
Strategic Management Journal
Swiss National Science Foundation

Conference Reviewer

Academy of Management Annual Conference, 2008-Present
Strategic Management Society, Annual Meeting, 2015-Present
Strategic Management Society, Special Conferences – Milan, 2017; Las Vegas, 2019; Washington, D.C., 2024

Service to the University of South Carolina

University Athletics Advisory Committee

Chair, 2023-Present
Member, 2022-2023

Faculty Senate Steering Committee, Member, 2023-Present

Dissertation Committees

Andre Havrylyshyn, Chair, 2021-2022
Initial Placement: Binghamton University
Spenser Essman, 2020-2021
Ormonde Cragun, 2016-2018

PMBA Graduate Program Committee, 2023-Present

Management Department Steering Committee, 2023-Present

Faber Entrepreneurship Center, Faculty Board Member, 2022-Present

Strategy and Entrepreneurship Curriculum Taskforce, Chair, 2020-2021

Committee to consider the nature of the entrepreneurship curriculum and the skills and capabilities needed for students to succeed from the major

Darla Moore School of Business, Online Undergraduate Program Task Force Member, 2021

Darla Moore School of Business, Revenue Generation Task Force Member, 2020-2021

Faculty Senate, ad hoc Strategic Planning Committee, 2020

University Strategic Plan Initiative Six Committee, 2020

Faculty Advisor, University of South Carolina Club Water Polo, 2020-Present

Management Department, PhD Student Committee, 2015-Present

Undergraduate Program Faculty Committee, Darla Moore School of Business
Fall 2017-2023

Center for Executive Succession, Research Director – Fall 2018-present
Advisory Board member – Fall 2018-present

Course Coordinator, MGMT478, Undergraduate Strategic Management Capstone Course
– Fall 2017-2023

Junior Faculty Accreditation Review Group - 2014

Honors College Thesis

Advisor

2021-22, Sofie Desimone
2021-22, Maggie Sattler
2021-22, Michael D’Agostino
2012-13, Colin Irvine

Reader

2022-23, Henry Coates
2021-22, Bridget Foos
2021-22, Katie Pancione
2021-22, Sarah Plaut
2020-21, Steven Maler
2020-21, Trent Pagliarini
2017-18, Becca Kamer
2016-17, Brad Hajdin

Faculty search committee member

Bridge to Faculty Program, Fall 2023-Spring 2024
Entrepreneurship clinical search committee, Spring/Fall 2022
HR clinical search committee, Spring 2022
OB/HR search committee, Fall 2021
Lecturer / Clinical search committee, Spring 2019
Lecturer search committee, Spring 2019
Strategy search committee, Fall 2012, Fall 2015
Strategy search committee, chair, Fall 2014
Innovation chair search committee, Fall 2013-Spring 2016

Development of Carolina Core standards for MGMT478 – January 2013

Capstone simulation for business school accreditation

Assisted in developing standards for use of Capstone in evaluating business school seniors in accordance with accreditation requirements, Spring 2013

PROFESSIONAL EXPERIENCE

PricewaterhouseCoopers, LLP, Boston, MA

August 2005 – July 2007 – **Senior Associate, Internal Audit Services**

July 2003 – August 2005 – **Associate, Internal Audit Services**

Perform internal audits related to client business processes and provide operational and financial recommendations to clients.

Supervise audit staff on internal audit engagements at firm clients.

Communicate status and findings with internal and external senior management.

AFFILIATIONS

Academy of Management

Strategic Management Society

RESEARCH INTERESTS

Executive succession planning

Antecedents and consequences of executive dismissal

Decision-making of top managers and boards across multiple organizations

Managerial characteristics and firm decision making

Corporate governance and board decision making