

Carla D. Jones

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EMPLOYMENT

August 2014 - Present

Assistant Professor of Management
College of Business Administration
Sam Houston State University

July 2009 – May 2014

Assistant Professor of Strategic Management
C. T. Bauer College of Business
University of Houston

EDUCATION

Ph.D., Management (2009), Arizona State University, W. P. Carey College of Business, Tempe, AZ

Research Interests:

To examine the influence of leadership and leadership dynamics on firm strategy and performance. I am especially interested in examining leadership via the domains of corporate governance, competitive dynamics, and family-firms.

M.B.A., Kellogg Graduate School of Management, Northwestern University, Evanston, IL

B.S. Electrical Engineering, California State University, Northridge, CA

REFEREED PUBLICATIONS

Dykes, B. J. & Jones, C.D. 2016. Private-Public partnerships in Africa: Challenges and opportunities for future management research. *Africa Journal of Management*, 2(3): 381-393.

Carmeli, A., Jones, C. D., & Binyamin, G. 2016. Relational underpinning of strategic adaptability: The power of caring and generativity. *Journal of Occupational and Organizational Psychology*, 89(1): 46-72.

Cannella, A. A. Jones, C. D., & Withers, M. 2015. Family-Versus lone founder-controlled public corporations: Social identity theory and boards of directors. *Academy of Management Journal*, 52(8): 436-459. (All authors contributed equally).

Jones, C. D., Li, M., & Cannella, A. A., Jr. 2015. Responses to a governance mandate: The adoption of governance committees by NYSE firms. *Journal of Management*, 41(7): 1873-1897.

Khanna, P., Jones, C. D., & Boivie, S. 2014. Director human capital, information processing demands, and board effectiveness. *Journal of Management*, 40(2): 557-585.

Jones, C. D., Makri, M., & Gomez-Mejia, L. 2008. Affiliate directors and perceived risk bearing in publicly-traded, family-controlled firms: The case of diversification. *Entrepreneurship Theory and Practice*, 32(6):1007-1026.

OTHER PUBLICATIONS

Carmelli, A., Jones, C. D., & Binyamin, G. 2014. Relational underpinning of strategic adaptability: The power of caring and generativity. Paper selected for Academy of Management *Best Paper Proceedings*.

Jones, C. D. & A. A. Cannella, Jr. 2011. Alternate configurations in strategic decision making. In Mason Carpenters (Ed.), *Handbook of Top Management Team Research*.

Boivie, S., Jones, C. D., & Khanna, P. 2008. Board effectiveness and the role of director capabilities. Paper selected for *Academy of Management Best Papers Proceedings*.

WORK IN PROGRESS

Jones, C. D., Cannella, A.A., Li, M. & Carmeli, A. Linking top management team vertical and horizontal heterogeneity to competitive behaviors and firm performance. Target Journal: *Journal of Management Studies*.

Jones, C. D. & Daniels, S. R. Are CEOs from well-performing firms afforded a longer grace period? Examining the CEO Cinderella effect: Target journal: *Journal of Management*.

Jones, C. D., Jolly, P., Gomez-Mejia, L., & Martin, G. Competitive aggressiveness and behavioral agency: Exploring the role of CEO self-interest in shaping competitive behavior. Target Journal: *Entrepreneurship Theory and Practice*.

Jones, C. D., Lamont, B. T., Molina Sieiro, G. The presidents' project: Determining the influence of leader personality on influencing team development. Target Journal: *Strategic Management Journal*.

Li, M. & Jones, C. Top management team faultlines, CEO-TMT disparity, and competitive aggressiveness. Under review at the journal of *Group & Organization Management*.

Riley, J., & Jones, C.D. Tracking the Union of Strategic Management and Supply Chain: The Shape of Things to Come. Target Journal: *Journal of Business Logistics*.

CONFERENCE PRESENTATIONS

Galdino, K., Kiggindu, M., Lamont, B. T., and Jones, C. D. 2018. Informal economy in Pan-Africa: A review and directions for future research. To be presented at the Biennial Conference of the Africa Academy of Management, Addis Ababa, Ethiopia.

Ballard, K., Jones, C. D., Daniels, S., and Salaiz, A. 2017. Nuances of executives' prestige: Effects of CEO's and COB's prestige dynamics on firm's strategic change. To be presented at the annual meeting of the Strategic Management Society, Houston, TX.

Maritz, R., and Jones, C. D. 2017. The buck stops here: CEO's perspective on corporate social responsibility within publicly listed companies. Presented at the Biennial meeting of the Africa Research Group, University of Mauritius, Mauritius.

Li, M. & Jones, C. 2016. Top management team faultlines, CEO-TMT disparity, and competitive aggressiveness. To be presented at the annual meeting of the Academy of Management of Academy Association, Anaheim, CA.

Brown, J. L., Jones, C. D. & Jolly, P. 2015. What's the board got to do with It? Cultural dimensions and firm strategic risk. Presented at the annual meeting of the Southern Management Association, St. Petersburg, FL.

Brown, J. L., Jones, C. D. & Jolly, P. 2014. Leading the global village: An examination of the risk and performance effects of board cultural diversity. Presented at the annual meeting of the AIB- SE, Miami, FL.

Carmeli, A., Jones, C. D., & Binyamin, G. 2014. Relational underpinning of strategic adaptability: The power of caring and generativity. Presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Jones, C. D., Jolly, P., Gomez-Mejia, L., & Martin, G. 2014. Competitive aggressiveness and behavioral agency: Exploring the role of CEO self-interest in shaping competitive behavior. Presented at the annual meeting of the Academy of Management Philadelphia, PA.

Withers, M. & Jones, C. D. 2013. Where have all the outside CEO directors gone? A matching-theory perspective of CEO director turnover. Presented at the annual meeting of the Southern Management Association, New Orleans, LA. (*Nov. 2013*).

Jones, C. D. & Jolly, P. J. 2013. The Carrot and the Stick: A behavioral agency view of the relationship between CEO compensation and firm competitive aggressiveness. Presented at the annual meeting of the Southern Management Association, New Orleans, LA.

Miller, C. C., Jones, C. D., & Samba, C. 2012. Disagreement among Upper Echelon Managers: An assessment of four decades of research. Presented at the annual meeting of the Strategic Management Society, Prague, Czech Republic.

Cannella, A. A. Jones, C. D., & Withers, M. 2012. Family- Versus Lone Founder-Controlled Public Corporations: The Implications of Socioemotional Wealth for Boards of Directors. Presented at the annual meeting of the Academy of Management, Boston, MA.

Withers, M. & Jones, C. D. 2012. We Go Together (Or Maybe Not): Examining Board-Director Match Stability and Dissolution. Presented at the annual meeting of the Academy of Management, Boston, MA.

Jones, C.D., Samba, C., & Miller, C. C. 2012. Cognitive Faultlines among Upper Echelon Managers. Presented at the annual Academy of Management, Boston, MA.

Jones, C. D. and Baker, L. 2011. The Influence of Executive Narcissism on Top Management Team Processes. Presented at the annual meeting of the Strategic Management Society, Miami, FL.

Cannella, A. A. Jones, C. D., & Withers, M. 2011. Family- Versus Lone Founder-controlled Public Corporations: The Implications of Socioemotional Wealth for Boards of Directors. Presented at the annual meeting of the Academy of Management, San Antonio, TX.

Cannella, A. A. Jones, C. D., Withers, M. 2010. Examining familiness: The influence of family on the board of directors. Presented at the annual meeting of the Strategic Management Society, Rome, Italy.

Boivie, S., Jones, C. D., & Khanna, P. 2008. Board effectiveness and the role of director capabilities. Presented for presentation at the annual meeting of the Academy of Management, Anaheim, CA.

Jones, C. D. & Cannella, A. A. 2008. Responses to a government mandate. The adoption of governance committees by NYSE firms. Presented for presentation at the annual meeting of the Academy of Management, Anaheim, CA.

Jones, C. D., Makri, M., and Gomez-Mejia, L. R. 2007. The role of affiliate directors in family firms. Presented at Theories of Family Business conference, an invitational conference on family business, Mississippi State University, Starkville, MS.

Jones, C. D., Makri, M., and Gomez-Mejia, L. R. 2006. The role of affiliate directors in family firms. Presented at the annual meeting of the Academy of Management, Atlanta, GA.

Chair/Discussant Roles

CEO Influence on Structure & Relationships. 2013. Session chair and discussant at the annual meeting of the Academy of Management, Orlando, Florida.

Upper Echelon Research and Entrepreneurship: Exploring the Role of CEO as Technology Leader. 2011. Discussant at the annual meeting of the Southern Management Association, Savannah, Georgia.

Strategic Groups and Organizational Clusters. 2011. Discussant at the annual meeting of the Southern Management Association, Savannah, Georgia.

Roles of Analysts, Ownership & Control. 2010. Session chair at the annual meeting of the Academy of Management, Montreal, Canada.

SERVICE

Contributions to the Advancement of the Academic Profession

Academy of Management

- Business Policy & Strategy division member
- Organization and Management Theory division member
- 2007 New Doctoral Student Consortium volunteer
- Reviewer for Annual Conference: 2006 - 2018

Strategic Management Society

- Member, 2009 - 2014

Southern Management Association

- 2017 Conference Track Chair
- Reviewer for Annual Conference
- Member, 2009 - 2018

The PhD Project – The PhD Project’s mission is to increase the diversity of corporate America by increasing the diversity of business school faculty.

- MDSA conference presenter
 - 2009 - 2015
- Member, Conference Planning Committee, the PhD Project’s Management Doctoral Student Association, 2007-2008
 - Served as a resource and provided institutional knowledge for the incoming Conference Planning Committee
- President, the PhD Project Management Doctoral Student Association, 2006-2007
 - Developed and organized the annual conference commemorating the 15th anniversary of the organization with the support of 2 other officers
 - Developed plenary sessions for all student members
 - Coordinated sessions for doctoral students according to their status in the program (i.e., coursework, comprehensive exams, dissertation proposal, dissertation defense, on the job market)

Reviewing Involvement

Ad Hoc Reviewer, Academy of Management Journal

Ad Hoc Reviewer, Entrepreneurship Theory and Practice

Ad Hoc Reviewer, Group and Organization Management

Ad Hoc Reviewer, Journal of Management

Ad Hoc Reviewer, Journal of Management Studies

Ad Hoc Reviewer, Organizational Science, Informs

Ad Hoc Reviewer, Small Business Economics – Special Issue on Family Business Management Processes

Reviewer, Strategic Management Society, C. K. Prahalad Special Conference

Reviewer, Academy of Management Annual Meeting, 2006-2015

Editorial Board Member, Africa Journal of Management

Reviewer, Africa Journal of Management

Sam Houston State University

Presenter, COBA Learning Retreat (Fall 2017)

Using Peer Reviews (to encourage better student teamwork)

Presenter, COBA Learning Retreat (Fall 2016)

The Use of Bloomberg Businessweek in the classroom

Editor, Management & Marketing (The M&M) newsletter (Fall 2016 – present)

Develop and maintain a communication tool used to connect COBA students & alum to the events and activities of the Management Department. The newsletter is developed and produced on a semester basis.

Evaluator, COBA Meta-Assessment team

Provide college-level evaluation for departmental assessments

Participant, COBA Assessment Communication team

Determine the needs of COBA students as it relates to communication skills development

Faculty Advisor, Women of 1520

A campus-wide organization developed to teach women of all ethnicities proper networking, business and communication skills.

Bauer College Service, University of Houston

Faculty Advisor, Executive Leadership Council (ELC) 2014 Business Case Competition

Third Place Winners: Eberechi Adieze, Rachel Flye, Larry Hay and Rudolph Pierson

I strategically guided the team to hone their analysis to speak to multiple stakeholders. I provided critique and feedback to enhance the team's ability to convey their ideas. When the team made it to the finals (1 of 3 teams to present their analysis), I ensured the presentation of the team's ideas was professional, efficient and a good representation of their analysis. I also assembled a team of representatives from non-profit and educational arenas to ensure the team's recommendations were plausible to industry representatives.

Faculty Advisor, Executive Leadership Council (ELC) 2012 Business Case Competition

First Place Winners: Clyde McNeil and Emeka Akpunonu

I strengthened the team's response to the case issue by evaluating and critiquing their analyses. I vetted the presentation of their work to enhance their ability to convey their unique approach to solving the case problem. I also assembled a team of representatives from the corporate and non-profit arenas to ensure the team's recommendations were plausible to industry representatives.

Recruiter, PhD Project Conference, 2009-2014

Speaker, University of Houston, MBA Orientation, 2009-2014

Moderator, University of Houston, Gen 100 Management Career Panel, 2009-present

Service to Other Organizations

Case Competition Judge, National Black MBA Association – High School Case Competition, 2010-2014

Teaching Activities

Sam Houston State University – Courses Taught

Strategic Management Capstone

Undergraduate 2014, 2015, 2016, 2017, 2018

MBA 2016

International Management (online)

Undergraduate 2017, 2018

Course Development

2017 Developed teaching materials for the online International Management (Mgmt 4340) course with the support of SHSU Online and COBA Instructional Designers.

University of Houston - Courses Taught

Strategic Management

Undergraduate 2009, 2010, 2011, 2014

MBA 2010, 2011, 2012, 2013

Arizona State University

International Management

Undergraduate 2008

Course Development

2011-2012 Gathered best-practices from instructors with the C. T. Bauer College of Business to enhance student engagement and interaction.

January 2012 – Participated in a case-teaching workshop to enhance student discussion and assimilation of material to enhance case discussion.

FUNDED RESEARCH

Sam Houston State University Summer Research Grant Program

Summer 2015 (\$8,000)

Summer 2016 (\$8,000)

Summer 2017 (\$8,000)

University of Houston Small Grant Program (2010-2011) (Grant Amount: \$3,000).

Funded by the UH Division of Research provides opportunities for funding to faculty members engaged in unique projects. The purpose of this project is to gather primary data from executive decision makers to gain insights on team dynamics and strategic decision making behavior. PI – Carla D. Jones (60%), LaKami Baker (40%).