

VITA

KEN G. SMITH
2008

UNIVERSITY ADDRESS:

Dean's Chair and Professor of Business Strategy
Robert H. Smith School of Business
University of Maryland
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19809 Tanbark Way
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EDUCATION:

University of Washington, Seattle, WA.
Ph.D., June, 1983: Business Policy
University of Rhode Island, Kingston, RI.
MBA, June, 1972: Finance and Policy
BS, June, 1970: Business and Economics

EMPLOYMENT--Academic Experience:

2007 spring Distinguished Visiting Scholar, Tuck School of Business, Dartmouth.
2002-present Dean's Chair and Professor of Business Strategy
2000-2003 Chair, Department of Management & Organization
2000-2002 Tyser Professor of Business Strategy
2000 Visiting Professor, INSEAD, France
1992-2000 Professor
1989-1992 Associate Professor
1983-1989 Assistant Professor, University of Maryland
1991 Visiting Professor, University of Limerick, Ireland
1985-1989 Co-Director: Small Business Development Center, University of Maryland.
1988-1993 Director of Research and Academic Programs: Dingman Center for Entrepreneurship, University of Maryland.

EMPLOYMENT--Business Experience:

1972-1979 Chief Executive Officer/Founder
Enterprise Manufacturing Co., Inc.
1975-1979 Chief Executive Officer/Founder
Powerhouse, Inc.
Stokes Marine Supply Co. Inc.

SPECIAL BUSINESS ACCOMPLISHMENTS

Started and developed a small manufacturing company; negotiated and acquired financing; developed volume from low six-figures to substantial seven figure scope. Later started and purchased two other corporations. All were successful.

ACADEMIC HONORS, GRANTS AND ACHIEVEMENTS

Research:

- 2004 Best Paper Award, *Journal of Management*.
Finalist for best paper Award, Strategic Management Society.
- 2001 Best Paper Award, Organizational Behavior Division of the Academy of Management.
Finalist for Best Paper Award, *Academy of Management Journal*.
- 2000 Best Paper Award, *Academy of Management Journal*.
Finalist Best Paper Award: McKinsey & Company, Strategic Management Society.
- 1998 Elected *Fellow* of Academy of Management.
- 1995-1996 University of Maryland: Distinguished Scholar/Teacher Award
- 1991 Fulbright Research Fellowship: University of Limerick, Limerick, Ireland
- 1985 Scholastic Achievement Award: Division of Behavioral and Social Sciences, University of Maryland.
- 1982 Edna Benson Dissertation Award: University of Washington.

Grants:

- 2001-2005 \$275,000 NSF Award on Search & Discovery (co-investigator)
- 1984-1988 \$50,000 first year Small Business Development Grant and \$65,000 per year subsequently for Research on High Technology Business Strategies (co-director and investigator),

Teaching:

- 1987-1997 Three Time Recipient of the Allen J. Krowe/IBM Award for Teaching Excellence,
Smith School of Business
- 1983-2000 Top 15% Evaluations most semesters of teaching. Recognized in *Business Week* 1998.

Professional:

- 2007-2008 Past President, Academy of Management
- 2006-2007 President, Academy of Management
- 2005-2006 Vice-president, Academy of Management
- 2004-2005 Program Chair, Academy of Management Honolulu National Meetings
- 2004-2006 Guest Co-editor, *Academy of Management Journal*
- 2003-2004 Guest Co-editor, *Academy of Management Review*
- 1996-1999 Editor, *Academy of Management Review*
- 1996-1999 Board of Governors, Academy of Management
- 1998-2000 Faculty, Organization and Management Theory and Organizational Behavior Doctoral Consortium, Academy of Management Meetings, Boston & San Diego. Entrepreneurship Division, San Diego & Toronto
- 1993-1994 Guest Co-editor, *Academy of Management Journal*.
- 1993-1994, Co-Chair, New Faculty Consortium,
Business Policy and Strategy Division, Academy of Management Meetings, Seattle, Washington, Atlanta, Georgia & Dallas, Texas.

Professional (continued)

- 1990-1996 Editorial Review Boards:
Journal of Management
The Academy of Management Executive
The Academy of Management Journal
- 2007 *The Academy of Management Journal*
- 2008 *Strategic Management Journal*
- 1989-1991 Editorial Review Board, *Entrepreneurship: Theory and Practice*
- 1988-1990 Elected to a two year term Board of The Academy of Management,
Business Policy and Strategy Division.
- 1988 & 1990 Faculty: Doctoral Student Consortium
Business Policy and Strategy Division, Academy of Management Meetings

RESEARCH, SCHOLARLY, AND CREATIVE ACTIVITIES

Books:

2006. Grimm, C.M., H. Lee & K. G. Smith. *Strategy as Action: Competitive Dynamics and Competitive Advantage*. Oxford.
- 2006 Smith K. G. & M. A. Hitt, *Great Minds in Management*. Oxford..
- 2005 West, M., D. Tjosvold, K. G. Smith *Essentials of Teamworking*. John Wiley & Son.
- 2003 West, M., D. Tjosvold & K. G. Smith, *Handbook of Organizational Teamwork and Cooperative Working*, West Sussex, England: John Wiley & Sons.
- 1997 Grimm C. M. and K. G. Smith *Strategy as Action: Industry Rivalry and Coordination*, St. Paul, MN: West Publishing.
- 1992 Smith K. G., C. M. Grimm and M. Gannon, *The Dynamics of Competitive Strategy*, Los Angeles, CA: Sage Publishing.

Invited/Editor Reviewed Journal Articles

- 2008 Smith, K.G. Presidential Address—Fighting the orthodoxy: Learning to be pragmatic. *Academy of Management Review*. 33(2) 304-308.
- 2008 Smith, K.G & Q. Cao. An entrepreneurial perspective on the firm-environment relationship. *Strategic Entrepreneurship Journal*, 1, (3-4) 329-344.
- 2007 Lepak, D., K.G.Smith & S Taylor. Value creation and value capture: A multi-level perspective. *Academy of Management Review* 32(1)180-194.
- 2006 Gupta, A. K.G. Smith, & C. Shalley. The interplay between exploration and exploitation. *Academy of Management Journal*, 49(4): 693-709.
- 1995 Smith, K. G., S. Carroll and S. Ashford. "Intra-and interorganizational cooperation: Toward a research agenda." *Academy of Management Journal* 38, (1) 7-23.

Journal Articles (peer reviewed):

- 2008 Pfarrer, M., K.G. Smith, K. Bartol, D. Khanin, & X. Zhang. Coming Forward: The effects of social and regulator forces on voluntary restatement of earnings. *Organization Science*. 19(3), 386-403.
- 2008 Zhang, X., K. Bartol, K.G.Smith, M. Pfarrer, D. Khanin. CEOs on the edge: Earnings manipulation and stock-based incentive misalignment. *Academy of Management Journal* 51(2), 241-258.
- 2008 Derfus, P., P. Maggitti, C. Grimm, & K.G. Smith. The Red Queen Effect: Competitive action and firm performance. *Academy of Management Journal* 52(1) 61-80.
- 2008 Pfarrer, M., K Decelles, K.G. Smith & S. Taylor. After the fall: Reintegrating the corrupt organization. *Academy of Management Review*, 33(3) 730-749.
- 2006 Basdeo, D., K.G.Smith, C.Grimm, V. Rindova & P. Derfus. The impact of market action on firm reputation. *Strategic Management Journal* 27(12) 1183-1204.

Journal Articles (continued)

- 2006 Collins, C. & K.G. Smith. Knowledge Exchange and Combination: The role of human resource practices in performance of high technology firms. *Academy of Management Journal*, 49(3): 544-560.
- 2005 Smith, K. G, C. Collins, & K. Clark., Existing Knowledge, Knowledge Creation Capability and the Rate of New Product Introduction in High Technology Firms, *Academy of Management Journal*, 48(2): 346-357.
- 2004 Lee, H., K. G. Smith, & C. M. Grimm, "The effect of new product radicality and scope on the extent and speed of innovation diffusion." *Journal of Management*, 29(5): 753-768. **Best Paper Award**
- 2002 Ferrier, W., C. MacFhionnlaich, K. Smith and C. Grimm, "The Impact of Performance Distress on Aggressive Competitive Behavior: A Reconciliation of Conflicting Views" *Managerial & Decision Economics*, Special Issue on "The Dynamics, Context, and Consequences of Strategy" 23: 301-316.
- 2001 Baum, R., E. A. Locke, and K. G. Smith. "A multi-dimensional model of venture growth." *Academy of Management Journal*. 44 (2) 292-303.
- 2001 Smith, K. G., W. Ferrier and C. Grimm. "King of the hill: Dethroning the industry leader." *Academy of Management Executive*. 15(2) 59-70.
- 2000 Young, G., K. G. Smith, C. Grimm, and D. Simon, "Multimarket contact, resource heterogeneity, and rivalrous firm behavior." *Journal of Management*. 26(6) 1217-1236.
- 2000 Audia, G., E. A. Locke, and K. G. Smith. "The paradox of success" an archival and laboratory study of strategic persistence following a radical environmental change." *Academy of Management Journal*. 43(5) 837-854 **Best Paper Award**
- 2000 Lee, H. K. G. Smith and C. Grimm. "Timing, order, and the durability of new product advantages with imitation." *Strategic Management Journal*. 21(1) 23-30.
- 1999 Ferrier, W., K. G. Smith and C. Grimm. "The role of competitive action in market share erosion. *Academy of Management Journal*, 42 (4): 372-388, **Best Paper Award**
- 1999 Knight, D., C. Pierce, K. G. Smith, H. Sims, J. Olian, and K. A. Smith, "Top Management Team Diversity Group Processes, and Strategic Consensus." *Strategic Management Journal* 20 (5) 445-467.
- 1996 Young, G., K. G. Smith and C. Grimm. "Austrian and industrial organization perspective on firm-level competitive activity and performance." *Organization Science*, 7(3)243-254.
- 1996 Smith, K. G., C. Grimm, G. Young, and S. Wally, "Strategic groups and rivalrous firm behavior: Towards a reconciliation." *Strategic Management Journal*, 18(2), 149-157.
- 1994 Smith, K. G., K.A. Smith, J. Olian, H. Sims, J. Selvaggi & D. Obannon, "Top management team structure, and performance: An empirical test of intervening process variables." *Administrative Science Quarterly*. 39: 412-438.
- 1994 Locke, E. A., K. G. Smith, M. Erez, D. Chah, and A. Schaffer, "The Effects of Intra-Individual Goal Conflict on Performance." *Journal of Management*. 20: 67-92.
- 1993 Guthrie, J., C. M. Grimm, and K. G. Smith, "Environmental Change and Management Staffing: A Reply." *Journal of Management*. 19: 889-896.
- 1993 Gannon, M., K. G. Smith, and C. M. Grimm, "An Organizational Information-Processing Profile of First-Movers." *Journal of Business Research*.
- 1993 Baum, R., J. Olian, M. Erez, G. Schnell, K. Smith, H. Sims, J. Scully, & K. A. Smith, "Nationality and work role interactions: A cultural contrast of Israeli and U.S. entrepreneurs versus managers' needs." *Journal of Business Venturing*. 8 499-512.
- 1992 Chen, M., K. G. Smith, and C. M. Grimm, "Action Characteristics as Predictors of Competitive Responses." *Management Science*. 38 (3) 439-455.
- 1992 Corsi, T., C. Grimm, K. G. Smith and R. Smith, "Deregulation, Strategic Change and Firm Performance" *Transportation Journal*, 28 (2) 129-146.

Journal Articles (continued)

- 1991 Smith, K. G., C. Grimm, M. Gannon and M. Chen, "Organizational Information Processing, Competitive Responses and Performance in the U.S. Domestic Airlines Industry." *Academy of Management Journal*. 34 (1), 60-85.
- 1991 Smith K. G. and C. Grimm, "A Communication Model of Competitive Response Timing" *Journal of Management*. 17 (1), 5-23.
- 1991 Grimm, C. and K. G. Smith, "Management and Strategic Change: A note on the Railroad Industry." *Strategic Management Journal*, 12 (3).
- 1991 Guthrie, J., C. Grimm, and K. G. Smith, Environmental Variation and the Top Management Teams. *Journal of Management*, 17 (4), 735-748.
- 1990 Smith, K. G., E. Locke and D. Barry, "Goal Setting, Planning Effectiveness and Performance: an Experimental Study." *Organizational Behavior and Human Decision Processes*. 46, 118-134.
- 1990 Grimm, C., K. G. Smith and R. Blankinship, "Post-Deregulatory Strategic Performance." *Journal of Business Strategies*, 6 (1), 33-42.
- 1989 Smith, K. G., H. Sapienza and M. Gannon, "Selecting Strategy Measures for Entrepreneurial Research: Trade-Offs and Guidelines." *Entrepreneurship: Theory and Practice*, 14 (1), 39-49.
- 1989 Smith, K. G., J. Guthrie, and M. Chen, "Strategy Size and Performance: A Study of Miles and Snow's Typology." *Organization Studies*, 10, 63-82.
- 1989 Smith, K. G., C. Grimm, M. Chen and M. Gannon, "Predictors of Response Time: Some Preliminary Theory and Evidence." *Journal of Business Research*, 18, 245-258.
- 1988 Gannon M. and K. G. Smith, "The Ten Commandments of Management." *Business*, April-June, 41-44.
- 1988 Sapienza, H., K. G. Smith and M. Gannon, "The Comparability of Objective and Subjective Performance Measures in Small Business Research." *The American Journal of Small Business*. 12, 45-53.
- 1988 Smith, K. G., M. Gannon, C. M. Grimm and T. R. Mitchell, "Decision Making Behavior in Smaller Entrepreneurial and Larger Professionally Managed Firms." *Journal of Business Venturing*, 3, 223-232.
- 1987 Grimm, C. M., K. G. Smith, M. J. Gannon and K. A. Smith, "The Importance of Strategic Planning in the Wake of Deregulation: A Study of the Travel Agent Industry." *Journal of the Transportation Research Forum*.
- 1987 Grimm, C., M., J., A. Kling and K., G. Smith, "The Impact of U.S. Rail Regulatory Reform on Railroad Management and Organizational Structure." (Special Issue on Management) *Transportation Research*, 21A, 87-94.
- 1987 Smith, K. G. and C. M Grimm, "Environmental Variation, Strategic Change and Firm Performance: A Study of Railroad Deregulation." *Strategic Management Journal*, 8, 363-376.
- 1987 Smith, K. G. and M. Gannon, "Organizational Effectiveness in Entrepreneurial and Professionally-Managed Firms". *The Journal of Small Business Management*, July, 14-21.
- 1987 Smith, K. G., "Enterprise Manufacturing" *The Journal of Case Management*. 1 (3).
- 1986 Smith, K. G., "Organizational Maturation and Professional Management: An Indicator of Decline in High Tech Firms." *Journal of Forecasting and Planning*, October, 621-680.

Journal Articles (continued)

- 1986 Grimm, C. M. and K. G. Smith, "The Impact of Rail Regulatory Reform on Rates, Service Quality, and Management Performance." *Logistics and Transportation Review*, Vol. 22(1) 57-68.
- 1985 Smith, K. G., T. R. Mitchell and C. E. Summer, "Top Level Management Priorities in Different Stages of the Organizational Life Cycle." *The Academy of Management Journal*, 28, 799-820.

Invited Articles and Book Chapters:

- 2004 K. G. Smith Review of "The Southwest Airlines Way: Using the power of relationships to achieve high performance" by Gittell. *Administrative Science Quarterly*
- 2004 Pfarrer, M., and K. G. Smith, Creative destruction. In M. Hitt & D. Ireland (Eds.) *Handbook of Entrepreneurship*. Oxford: Blackwell Publishers, Ltd. (forthcoming)
- 2004 Maggitti, P. G., and K.G. Smith, (Forthcoming). Bisociation. In M. Hitt & D. Ireland (Eds.) *Handbook of Entrepreneurship*. Oxford: Blackwell Publishers, Ltd.
- 2001 Smith, K. G. and D. Degregorio, "Bisociation, Discovery and the Role of Entrepreneurial Action" *Creating an Entrepreneurial Mindset*. Edited by M. Hitt, D. Ireland.
- 2001 Smith, K. G., W. Ferrier, & H. Ndofor. "Competitive Dynamics Research: Critique and Future Directions. *Handbook of Strategic Management* edited by M. Hitt, J. Harrison and Ed Freeman. Blackwell: UK
- 1995 Ferrier, W. J., K. G. Smith, K. J. Rediker, and T. R. Mitchell, Distributive justice norms and attributions for performance outcomes as a function of power. in Mark J. Martinko (ed.), *Attribution theory: An organizational perspective*.
- 1994 Schomburg, A., C. M. Grimm, and K. G. Smith, Avoiding New Product Warfare: The Role of Industry Structure, In Paul Shrivastava, Anne Huff and Jane Dutton (eds.), *Advances in Strategic Management*. Greenwich, CN: JAI Press.
- 1991 Smith, K. G., "Strategies for Managing Organizational Growth." in *The Handbook of Strategy*, edited by Harold Glass, New York, NY: Warren, Gorham & Lamont Inc.
- 1990 Smith, K. G. and E. Locke, "Macro Versus Micro Goal Setting Research: A Call for Convergence." in *A Theory of Goal Setting and Task Performance*. by E. Locke and G. Latham, 320-326.
- 1990 Smith, K. G., C. M. Grimm and M. Gannon, "Competitive Moves and Responses Among High Technology Firms." in *The Handbook of Strategy*, edited by Harold Glass, New York, NY: Warren, Gorham & Lamont Inc. 31,1.
- 1988 Smith, K. G., "Entrepreneurial Organizations of the Future." in *The Future of Organizations*, edited by Jerry Hage, Lexington Books. 109-122.
- 1986 Smith, K. G. and K. Harrison, "In Search of Excellent Leaders." in *The Handbook of Strategy*, edited by William D. Guth, New York, NY: Warren, Gorham & Lamont Inc. 27(1-12).
- 1984 Mitchell, T. R., L. R. Beach and K. G. Smith, "Some Data on Publishing From Authors' and Reviewers' Perspective." In *Publishing in the Organizational Sciences* edited by P.J. Frost and L.L. Cummings, Homewood, IL.: Irwin. 248-266.

Refereed Proceedings:

- 1997 Young, G., Ken G. Smith, and C. Grimm, "Multimarket contact, resource heterogeneity, and rivalrous firm behavior." *The Best Paper Proceedings of the Academy of Management*, Boston, MA, 55-59.

Refereed Proceedings: (continued)

- 1996 Smith, K. G., G. Young, M. Becerra, & C. Grimm, "An assessment of the validity of competitive dynamic research." *The Best Paper Proceedings of the Academy of Management*, Cincinnati, OH 61-65.
- 1988 Chen, M. J. and K. G. Smith, "Samples Used in Strategic Management Research." *The Best Paper Proceedings of the Academy of Management*. New Orleans, LA. 7-11.
- 1986 Smith, K. G., J. Guthrie and M. Chen, "Miles and Snow's Typology of Strategy, Organizational Size and Organizational Performance." *The Best Paper Proceedings of The Academy of Management*. Chicago, IL 1. 45-49.
- 1985 Sapienza, H. and K. G. Smith, "Obtaining Reliable Subjective Performance Measures." *The Proceedings of the Southern Division of the Academy of Management*. Atlanta, GA 219-221.
- 1985 Grimm, C. M. and K. G. Smith, "Impact of Deregulation on Railroad Strategies and Performance." *Transportation Research Forum Proceedings*. 540-544.
- 1984 Smith, K. G., T. R. Mitchell and C. E. Summer, "The Relationship Between Stages of Organizational Development and Strategic Decision Priorities: A Dual Methodological Investigation." *The Academy of Management Annual Proceedings*, Boston, MA 186-190.
- 1983 Smith, K. G., and T. R. Mitchell, "An Investigation into the Effect of Changes in Stages of Organizational Maturation on a Decision Maker's Decision Priorities." In *Applying Systematic Knowledge to Problems of Organization and Management*. Edited by D.F. Ray, Southern Management Association. Atlanta, GA 7-9.

Invited Papers and Presentations:

- 2005 Smith, K.G. Dynamic capabilities and firm evolution. Cornell University.
- 2003 Smith, K. G., Dynamic capabilities and the process of structuration, University of Colorado
- 2002 Smith, K. G., Dynamic capabilities and the process of structuration, Syracuse University.
- 2000 Smith, K. G., S. Lofstrom, and Qing Chao. Dynamic Capabilities: The capacity to act in new ways. Strategic Management Society Presentation. San Francisco, CA.
- 2000 Smith, K. G., C. Collins, K. Clark and C. Stevens. Organizational advantage: combining and exchanges resources to create value. Strategic Management Society Presentation. Vancouver, Canada. **Finalist Best Paper Award**
- 2000 Smith, K.G., C. Collins, K. Clark and C. Stevens. Adaptive efficiency. Presentation to the Academy of Management, Toronto, Canada.
- 1999 Ndofor, H., K. G. Smith & C. Grimm. "Industry social structure and competitive action." Strategic Management Society, Berlin Germany.
- 1999 Eckhardt, J., & K. G. Smith. "The role of non-core resources in competitive advantage." Presented to the Academy of Management, Chicago, IL.
- 1999 Srivastava, A. H., Lee, K. G. Smith, & C. Grimm. Predicting order and timing of new product moves." Presented to the Academy of Management, Chicago, IL.
- 1998 Smith, K. G., "Research on competitive dynamics." Presented to the faculty of Virginia Tech and University of Kansas.

Invited Papers and Presentations (continued)

- 1998 MacFhionnlaioich, C., W. Ferrier, K. G. Smith, & C. Grimm. "The impact of financial condition on competitive behavior: Towards a reconciliation of competing views." Academy of Management, San Diego, CA
- 1997 Young, G., Smith, K. G., and Grimm, C. "Multi-market contact, resource heterogeneity, and rivalrous firm behavior." Presented to the Academy of Management, Boston, MA.
- 1997 Clark, K., Smith, K. G., and Sims, H., "Configurations of top management teams: Structure, composition, process, power and leadership." Presented to the Academy of Management, Boston, MA.
- 1997 Simon, D. and Smith, K. G. "Rivalry: Towards operationalizing the missing concept in strategy research." Presented to the Academy of Management, Boston, MA.
- 1996 Smith, K. G. "Creative Destruction: Ten years of research on competitive strategy." Distinguished Scholar Presentation, University of Maryland
- 1996 Smith, K. G. "Research on competitive dynamics." Presented to the faculty of Notre Dame University, South Bend, IN.
- 1996 Smith, K. G. "Publishing in AMR." Presented to the faculty of Arizona State University, Tempe, AZ.
- 1996 Smith, K. G. "Creative Destruction: Ten years of research on competitive strategy." Presented to the faculty of Georgetown University, Washington, DC.
- 1996 Wally, S., Cher-min Fong, & K. G. Smith. "Top Management Team Characteristics and Entry timing: A multi-industry study." Presented to the Academy of Management, Cincinnati, OH.
- 1996 Smith, K. G., G. Young, M. Becerra, & C. Grimm. "An assessment of the validity of competitive dynamic research." Presented to the Academy of Management, Cincinnati, OH..
- 1996 Ferrier, W. J., K. G. Smith, & C. Grimm, "Action-based study of industry dethronement and market share erosion." Presented to the Academy of Management, Cincinnati, OH..
- 1996 Young, G., C. Grimm & K. G. Smith. "The rate of international alliance formation: The role of firm resources, strategy and industry structure." Presented to the Strategic Management Society, Tempe, AZ.
- 1994 Young, G., K. G. Smith & C. Grimm. "Engaging a rival for Competitive advantage." Presented to the Academy of Management, Dallas, TX.
- 1994 Young, G., K. G. Smith & C. Grimm. "Engaging a rival:cooperating vs competing." Presented to Strategic Management Society. Paris, France.
- 1994 Lee, H., K. G. Smith & C. Grimm. "Wealth effects of new product rivalry." Presented to Strategic Management Society. Paris, France.
- 1994 Mac Fhionnlaioich, C., K. G. Smith & C. Grimm. "Financial distress and interfirm rivalry." Presented to Strategic Management Society. Paris, France.
- 1994 Young, G., K. G. Smith & C. Grimm. "Engaging competitors." Presented to the Whitmore Conference, Dartmouth College, New Hampshire.
- 1993 Smith, K. A., K. G. Smith, H. Sims, & J. Olian "Innovation in Top Management Teams." National Academy of Management Meetings, Atlanta, GA.
- 1993 Smith, K. G., J. Olian, H. Sims, P. Flood, & K. Smith. "Effective Teamwork at the Top." Strategic Management Meetings, Chicago, IL.
- 1993 Smith, K. G. "The Future of Entrepreneurial Research." Presented to the faculty of Case Western Reserve University, Cleveland, OH.
- 1992 Smith K. G., "Avoiding Wars with Competitors," Presented to the Faculty of the College of Business, Baylor University.

Invited Papers and Presentations (continued)

- 1991 Smith K. G., "The Dynamics of Competitive Strategy," Presented to the faculty of the College of Business, University College, Dublin, Ireland and to the faculty of the College of Business, University of Limerick, Limerick, Ireland.
- 1991 Wain L., K. G. Smith, C. Grimm, and M. Gannon, "The Role of Firm Reputation in Competitive Interaction." National Academy of Management Meetings, Miami, FL.
- 1990 Smith K. G., G. Young, M. Gannon and C. Grimm, "Building Competitive Advantage in Diverse Industries." Boulder, Colorado Conference on The Management of the High Technology Firm.
- 1990 Smith, K. G., and H Sapienza, "A Decade of Strategic Management Research." National Academy of Management Meetings, San Francisco, CA.
- 1989 Chen, M., K. G. Smith, and C. Grimm, "Competitive Strategic Interaction: Action Characteristics as Predictors of Response. National Academy of Management Meetings, Washington, DC.
- 1989 Grimm, C., K. G. Smith and M. Gannon, "Rivalry in the U.S. Domestic Airlines Industry." Strategic Management Society Annual Meetings, San Francisco, California.
- 1988 Smith, K. G., C. Grimm, and M. Gannon, "Predictors of Competitive Responses in the Domestic Airline Industry. "Strategic Management Society Annual Meetings, Amsterdam.
- 1988 Grimm, C., K. G. Smith, and M. Gannon, "Porter's Generic Strategies and Organizational Size." Strategic Management Society Annual Meetings, Amsterdam.
- 1987 Smith, K. G. and C. Grimm, "Gambit and Repartee: A Theory of Competitive Interaction." Academy of Management Annual Meeting, New Orleans, LA.
- 1987 Guthrie J., C. Grimm and K. G. Smith, "Environmental Change and Management Job Requirements." Academy of Management Annual Meeting, New Orleans, LA.
- 1987 Smith, K. G., M. Gannon, and C. Grimm, "Strategic Responses to Competitor Actions in High Technology Industries." Strategic Management Society Annual Meeting, Boston, MA.
- 1987 Chen, M. and K.G. Smith, "Competitive Interaction in the Domestic Airline Industry." Strategic Management Society Annual Meeting, Boston, MA.
- 1986 Grimm, C. and K.G. Smith, "The Organization as a Reflection of its Top-level Leaders: An Empirical Test." Academy of Management Annual Meeting, Chicago IL.
- 1986 Smith, K. G., M. Gannon, C. Grimm, and T.R. Mitchell, "Environmental Variation and the Strategic Decision Process." Strategic Management Society's Annual Meeting, Singapore.
- 1985 Smith, K. G. and M. Gannon, "Stages of Growth and The Ten Commandments of Management." Academy of Management Annual Meeting, San Diego, CA
- 1985 Smith, K. G. and C. Grimm, "Environmental Variation, Strategic Change, and Firm Performance: A Study of Railroad Deregulation." Academy of Management Annual Meeting, San Diego, CA.
- 1985 Grimm, C. and K. G. Smith, "Management Characteristics, Strategy and Strategic Change." Strategic Management Society's Annual Meeting, Barcelona, Spain.
- 1985 Gannon, M. and K. G. Smith, "Stages of Growth and Environmental Uncertainty." Strategic Management Society's Annual Meeting, Barcelona, Spain.

Invited Papers and Presentations (continued)

- 1985 Smith, K. G., "The Future of Entrepreneurship." The Center for Innovation, University of Maryland at College Park.
- 1985 Grimm, C. and K. G. Smith, "Impact of Shipper Quality: Role of Shipper Size and Competition." American Economics Association Annual Meeting, Dallas, TX.
- 1984 Smith, K.G., "The Future of Managerial Work." World Future Society's Annual Meetings Washington, DC
- 1984 Smith, K. G. and K. Harrison, "Hands on Leadership: A Key Ingredient to Strategy Implementation and Organizational Excellence." Strategic Management Society's Annual Meetings, Philadelphia. PA.
- 1984 Paine, F., K. G. Smith and M. Chen, "Research on Sustainable Competitive advantage." Strategic Management Society's Annual Meetings, Philadelphia. PA.

Technical Reports:

- 1991 Smith, K.G., K. A. Smith, J. Olian and H. Sims. "Team Behavior at the Top: Management Influence on Strategy and Performance." Presented to 55 area high technologies firms.
- 1986 Barry, D., K. G. Smith, M. Gannon and C. Grimm "Goal Setting, Management Behavior and Performance: A Report on Management in High Technology Firms in the Baltimore/Washington Area." Presented to 70 local firms.
- 1985 Smith, K.G. "Strategy and Performance: A Report on the Strategies that Work Best for High Technology Firms in the Baltimore/Washington Area." Presented to 47 firms.