

ANDREW
SCHNACKENBERG

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ACADEMIC AND PROFESSIONAL EXPERIENCE:

University of Denver Daniels College of Business <i>Assistant Professor of Management</i>	2015 ~
American University Kogod School of Business <i>Assistant Professor of Management</i>	2014 to 2015
Case Western Reserve University Weatherhead School of Management <i>PhD Student, Data Analyst, Lecturer, and Executive Coach</i>	2008 to 2014
PRC U.S.A., LLC PRC is a Tokyo-based private equity company <i>Various Positions Including Associate, Director, and Partner</i>	2002 to 2007

EDUCATION:

Case Western Reserve University, Weatherhead School of Management, Cleveland, Ohio
Ph.D. in Organizational Behavior, 2014
Dissertation: Institutionalizing rogue practices: How loan sharking and drug trafficking contributed to the development of the payday loan and medical marijuana industries
Awards: 2012 Organization Science/INFORMS Dissertation Proposal Competition (Finalist)
2014 Weatherhead PhD Student Outstanding Research Winner

The University of Adelaide, Adelaide Graduate School of Management, Adelaide, Australia
Master of Business Administration (*with Distinction*); December, 2007

The University of Nevada Las Vegas, Lee Business School, Las Vegas, Nevada
Bachelor of Science in International Business; December, 2005
Minor in Business Law; December, 2005

RESEARCH:

I study the antecedents, processes, and consequences of social construction in organizations. Specifically, I focus on the interplay between substance and symbolism in the ongoing construction of social evaluations including organizational trustworthiness, transparency, legitimacy, and reputation. My research draws on (and contributes to) a variety of theoretical perspectives including stakeholder theory, information processing theory, institutional theory, and impression management theory. I use content analysis, set-theoretic methods, and other qualitative and quantitative approaches to study these topics.

REFEREED JOURNAL ARTICLES:

Schnackenberg, A. K., & Tomlinson, E. 2016. Organizational transparency: A new perspective on managing trust in organization-stakeholder relationships. *Journal of Management*, 42(7), 1784-1810.

Seet, P., Graves, C., Hadji, M., *Schnackenberg, A. K., & Gustafson, P.* 2010. The effect of finance, knowledge and empathy gaps on the use of private equity amongst family-owned SMEs. *International Journal of Entrepreneurship and Small Business*, 11(1), 85-104.

CHAPTERS IN EDITED VOLUMES:

Tomlinson, E., *Schnackenberg, A. K., & Amdurer, E.* 2013. Managing organizational trust in the 21st century: A pragmatic approach to trust development, maintenance, and repair. *Strategic Management in the 21st Century*, T. J. Wilkinson (Ed.), Praeger.

Coen, C., & *Schnackenberg, A. K.* 2011. Complex systems methods for studying multi-team systems. In S. J. Zaccaro., M. Marks and L. DeChurch (Eds.), *Multi-Team Systems: An Organization Form for Dynamic and Complex Environments*, (pp. 459-485). New York, NY: Routledge.

MANUSCRIPTS UNDER REVIEW AND IN PROGRESS:

Schnackenberg, A. K., Bundy, J., Coen, C., & Westphal, J. Capitalizing on Categories of Social Construction: A Review and Assessment of Symbolic Management Research.

Schnackenberg, A. K., Tomlinson, E., & Coen, C. An Information Processing Approach to the Conceptualization and Measurement of Organizational Transparency.

Schnackenberg, A. K. Media Legitimacy and the evolution of the Medical Marijuana and Payday Loan Industries.

Tomlinson, E., *Schnackenberg, A. K., Dawley, D., & Ash, S.* Exploring the Differential Predictors of Cognition- and Affect-based Trust.

Schnackenberg, A. K., & Tomlinson, E. The Role of Transparency in the Trustworthiness-Trust Relationship.

Schnackenberg, A. K. Beating the Street: Symbolic and Substantive Responses to Favorable and Unfavorable Analyst Forecasts.

Berg, D., Sharp, B., *Schnackenberg, A. K., Kim, S., Li, L., & Seaborn, P.* The Validity and Reproducibility of Statistical Results in High Impact Management Research.

Schnackenberg, A. K., Earl, A., & Sharma, G. Controlling Organizational Learning: Mechanisms of Organizational Control as Drivers of Exploration and Exploitation.

REFEREED CONFERENCE PRESENTATIONS:

Schnackenberg, A. 2016. *The Symbolic Management of Stakeholders*. Presented at the annual Strategic Management Society (SMS) meeting, Berlin, Germany.

Schnackenberg, A. 2016. *Symbolic management: Developing and deploying symbolic capital for strategic advantage*. Presented at the annual Academy of Management (AOM) meeting, Anaheim, CA.

Schnackenberg, A., & Coen, C. 2015. Institutionalizing rogue practices: Symbolic approaches to the legalization of medical marijuana in the United States. In: Hamilton, A., & Seaborn, P. *High hopes: Studying the emergence of the legal marijuana industry in the U.S.* Symposium conducted at the annual Academy of Management (AOM) meeting in Vancouver, BC.

Schnackenberg, A., & Coen, C. 2014 *Symbolic management in the 21st century*. Symposium conducted at the annual Academy of Management (AOM) meeting in Philadelphia, PA.

Schnackenberg, A., Sharma, G., Singh, J., Lyytinen, K., & Hill, J. 2013. *Organizational agility: What it is, what it is not, and why it matters*. Presented at the annual Academy of Management (AOM) meeting, Orlando, FL.

Schnackenberg, A., & Tomlinson, E. 2012. *The role of transparency in the trustworthiness-trust relationship*. Presented at the annual Academy of Management (AOM) meeting, Boston, MA.

Schnackenberg, A. 2012. *The impact of control on learning: Mechanisms of control as drivers of exploration and exploitation*. Presented at the annual Academy of Management (AOM) meeting, Boston, MA.

Schnackenberg, A. 2012. *Knowledge, power, and institutional evolution: The antecedent role of transparency*. Presented at the EGOS-Sage-OMT-CJBS power and institutions conference, Judge Business School, University of Cambridge.

Schnackenberg, A. 2012. *The ethical implications of transparency on sustainable entrepreneurship*. Presented at the Sustainability, Ethics, and Entrepreneurship (SEE) conference, Denver, CO.

Schnackenberg, A. 2011. *The case for transparency: Development and validation of a measure of perceived transparency*. Presented at the annual Academy of Management (AOM) meeting, San Antonio, TX.

Schnackenberg, A., Sharma, G., Singh, J., Lyytinen, K., & Hill, J. 2011. *Theorizing capabilities of organizational agility: A paradox framework*. Presented at the annual Academy of Management (AOM) meeting, San Antonio, TX.

Trinh, M., & Schnackenberg, A. 2011 *Operationalizing team-level constructs: What lies beyond aggregations?* Symposium conducted at the annual Academy of Management (AOM) meeting in San Antonio, TX.

Schnackenberg, A. 2011. *The constitutive role of transparency in organizations*. Presented at the Society for Industrial & Organizational Psychology (SIOP) annual conference, Chicago, IL.

Schnackenberg, A., & Amdurer, E. 2010. *An integrative model of transparency and trust repair*. In E. Amdurer and A. Schnackenberg (Co-Chairs), *Bridging the Gap: How Trust and Transparency Relate in the Modern Economy*. Presented at the annual Academy of Management (AOM) meeting, Montreal, QC.

Schnackenberg, A., & Amdurer, E. 2010 *Bridging the gap: How trust and transparency relate in the modern economy*. Symposium conducted at the annual Academy of Management (AOM) meeting in Montreal, QC.

Schnackenberg, A. 2009. *Measuring transparency: Towards a greater understanding of systemic transparency and accountability*. Presented at the annual Academy of Management (AOM) meeting, Chicago, IL.

Schnackenberg, A., & Burlingame, W. 2009. *Exploring new frontiers in organizational behavior: Understanding the sustainability of remote group identity and cross-cultural communications*. Presented at the 7th annual research ShowCASE, Cleveland, Ohio (**2nd Place Award**).

INVITED TALKS:

University of Wyoming College of Business, 2012
American University Kogod School of Business, 2013
Temple University Fox School of Business, 2013
San Diego State University College of Business, 2013
University of Illinois at Chicago College of Business, 2013
Butler University College of Business, 2013

TEACHING EXPERIENCE:

Full responsibility for course development, teaching and grading

- Business Policy and Strategy (MGMT 3800); Spring 2016, Fall 2016
- Global Corporate Citizenship (MGMT 201); Fall 2014, Spring 2015
- Human Values in Organizations (MGMT 413); Fall 2011

PROFESSIONAL SERVICES:

Editorial Review Board, Academy of Management Review, 2017 ~

Ad Hoc Service

- Ad hoc reviewer, Academy of Management Review, 2014 ~ 2017
- Ad hoc reviewer, Journal of Management, 2015 ~
- Reviewer, annual Academy of Management meetings (OMT, BPS, and OB divisions) 2009 ~

PROFESSIONAL ASSOCIATIONS:

Academy of Management (OMT, BPS, and OB divisions), 2009 ~
Strategic Management Society (Behavioral Strategy and Stakeholder Strategy divisions), 2014 ~

ANALYTICAL SOFTWARE:

- Frequentist statistics: Mplus, SPSS, AMOS, SmartPLS, R, and STATA
- Bayesian statistics: R (bayesm, basic familiarity)
- Agent based modeling: NetLogo (basic familiarity)
- Qualitative data analysis: Atlas.ti, NVivo, CATScanner, fsQCA

OTHER CERTIFICATIONS:

- General Securities Representative (Series 7) license holder (currently unsponsored)
- Six-Sigma; The University of Adelaide
- Certificate in appreciative inquiry; Case Western Reserve University
- Certificate in executive coaching; Case Western Reserve University

LANGUAGES:

Fluency in English and Japanese; limited Spanish