

## VITA

**Donald C. Hambrick**  
**Evan Pugh University Professor**  
**and**  
**Smeal Chaired Professor of Management,**  
**The Pennsylvania State University**

Office:  
 414 Business Building  
 The Pennsylvania State University  
 Smeal College of Business  
 University Park, PA 16802  
 phone: (814) 863-0917  
 e-mail: dch14@psu.edu

Home:  
 305 East Hamilton Avenue  
 State College, PA 16801  
 phone: (814) 234-8390

### **EDUCATION:**

Ph.D. 1979	The Pennsylvania State University Major Field: Organizational Strategy and Policy
M.B.A. 1972	Harvard University Major Fields: Marketing and Planning/Control
B.S. 1968	University of Colorado Major Field: Finance

### **PROFESSIONAL EXPERIENCE:**

2010 to present	The Pennsylvania State University, Smeal College of Business, Evan Pugh University Professor & Smeal Chaired Professor of Management
2002 to 2010	The Pennsylvania State University, Smeal College of Business, Smeal Chaired Professor of Management
2002 to present	Columbia University, Graduate School of Business, Bronfman Professor Emeritus
1979 to 2002	Columbia University, Graduate School of Business, Assistant Professor, Associate Professor, Professor of Business, Samuel Bronfman Professor of Democratic Business Enterprise
1975 to 1978	The Pennsylvania State University, College of Business, Director of External Relations
1972 to 1975	The Pennsylvania State University, College of Business, Administrative Director of the M.B.A. Program
1970 to 1972	Business Equities Corporation Associate Consultant

**PROFESSIONAL AWARDS AND HONORS:**

C.K. Prahalad Award for Scholarly Impact on Practice (career achievement), Strategic Management Society (2021)

Distinguished Educator Award (career achievement), Academy of Management (2009)

Distinguished Scholar Award (career achievement), Academy of Management (2008)

President, Academy of Management (1992 to 1993)

Honorary Doctorate (*Doctor honoris causa*), University of Passau (2019)

Honorary Doctorate (*Doctor honoris causa*), Erasmus University (2013)

Honorary Doctorate (*Doctor honoris causa*), University of Antwerp (2013)

Honorary Doctorate (*Doctor honoris causa*), University of Paris - Paris Panthéon (Sorbonne) (2010)

Fellow, Academy of Management (1990 to present); Dean of Fellows (2008 to 2011)

Fellow, Strategic Management Society (2005 to present)

Irwin Outstanding Educator Award, Business Policy and Strategy Division, Academy of Management (2003)

MBA/EMBA Teaching Awards, Smeal College, Penn State (numerous, 2002 to present)

MBA/EMBA Teaching Awards, Columbia Business School (numerous, 1979 to 2002)

Scientific Council, Center for Research in Economics and Business, Tilburg University (Netherlands) (2010 to present)

Founding Senior Editor, Organization Science (1987 to 1994)

Editorial Review Board, Academy of Management Journal (1984 to 1987, 2007 to present)

Editorial Review Board, Academy of Management Review (1981 to 1984)

Editorial Review Board, Administrative Science Quarterly (1985 to 1992, 2015 to present)

Editorial Review Board, Journal of Business Venturing (1986 to 1990; 1992 to 2000)

Editorial Review Board, Journal of World Business (2003 to 2014)

Editorial Review Board, Organizational Dynamics (1988 to 2015)

Editorial Review Board, Strategic Management Journal (1980 to present)

Editorial Review Board, The Leadership Quarterly (2016 to present)

Board of Directors, Strategic Management Society (1988 to 1992)

Board of Governors, Academy of Management (1983 to 1985, 1990 to 1994)

Board of Trustees, Strategy Research Foundation (2009 to 2015)

Chairman, Business Policy Division, Academy of Management (1986 to 1987)

**VISITING PROFESSORSHIPS AND FELLOWSHIPS:**

2019: University of Southern California  
2018: Copenhagen Business School  
2017: University of Cambridge  
2016: Cyprus University of Technology  
2011: Peking University  
2009: University of California at Los Angeles  
2008: Tilburg University  
2006: Hong Kong University of Science and Technology  
2003: University of Virginia  
1999: Dartmouth College  
1986: University de Lisboa

**REFEREED PUBLICATIONS:**

Lovelace, J.B., J. Bundy, T.G. Pollock, and D.C. Hambrick, “The Push and Pull of Attaining CEO Celebrity: A Media Routines Perspective,” Academy of Management Journal, August 2022.

Wowak, A.J., J. Busenbark, and D.C. Hambrick, “How Do Employees React When Their CEO Speaks Out? Intra- and Extra-Firm Implications of CEO Sociopolitical Activism,” Administrative Science Quarterly, March 2022.

Lee, M., A. Gupta, and D.C. Hambrick, “The Distinct Effects of Wealth- and CSR-oriented Shareholder Unrest on CEO Career Outcomes: A New Lens on Settling Up and Executive Job Demands,” Academy of Management Journal, February 2022.

Joshi, A., D.C. Hambrick, and J. Kang, “The Generativity Mindset of Chief Executive Officers: A New Perspective on Succession Outcomes,” Academy of Management Review, April 2021.

Hambrick, D.C. and A.J. Wowak, “CEO Sociopolitical Activism: A Stakeholder Alignment Model,” Academy of Management Review, January 2021.

Graf-Vlachy, L., J. Bundy, and D.C. Hambrick, “Effects of an Advancing Tenure on CEO Cognitive Complexity,” Organization Science, July-August 2020.

Quigley, T.J., D.C. Hambrick, V.F. Misangyi, and G.A. Rizzi, “CEO Selection as Risk-taking: A New Vantage on the Debate About the Consequences of Insiders Versus Outsiders,” Strategic Management Journal, September 2019.

Gupta, A., F. Briscoe, and D.C. Hambrick, "Evenhandedness in Resource Allocation: It's Relationship with CEO Ideology, Organizational Discretion, and Firm Performance," Academy of Management Journal, October 2018.

Lovelace, J.B., J. Bundy, D.C. Hambrick, and T.G. Pollock, "The Shackles of CEO Celebrity: Sociocognitive and Behavior Role Constraints on "Star" Leaders," Academy of Management Review, July 2018.

Hambrick, D.C. and J.B. Lovelace, "The Role of Executive Symbolism in Advancing New Strategic Themes in Organizations: A Social Influence Perspective," Academy of Management Review, January 2018.

Gupta, A., F. Briscoe, and D.C. Hambrick, "Red, Blue, and Purple Firms: Organizational Political Ideology and Corporate Social Responsibility," Strategic Management Journal, May 2017.

Hambrick, D.C., V.F. Misangyi, and C. Park, "The Quad Model for Identifying a Corporate Director's Potential for Effective Monitoring: Toward a New Theory of Board Sufficiency," Academy of Management Review, July 2015.

Quigley, T.J. and D.C. Hambrick, "Has the "CEO Effect" Increased in Recent Decades? A New Explanation for the Great Rise in America's Attention to Corporate Leaders," Strategic Management Journal, June 2015.

Hambrick, D.C., S.E. Humphrey, and A. Gupta, "Structural Interdependence Within Top Management Teams: A Key Moderator of Upper Echelons Predictions," Strategic Management Journal, March 2015.

Briscoe, F., M.K. Chin, and D.C. Hambrick, "CEO Ideology as an Element of the Corporate Opportunity Structure for Social Activists," Academy of Management Journal, December 2014.

Crossland, C., J. Zyung, N.J. Hiller, and D.C. Hambrick, "CEO Career Variety: Effects on Firm-level Strategic and Social Novelty," Academy of Management Journal, June 2014.

Hambrick, D.C. and T.J. Quigley, "Toward More Accurate Contextualization of the CEO Effect on Firm Performance," Strategic Management Journal, April 2014.

Chin, M.K., D.C. Hambrick, and L.K. Trevino, "Political Ideologies of CEOs: The Influence of Executives' Values on Corporate Social Responsibility," Administrative Science Quarterly, June 2013.

Gerstner, W.-C., A. König, A. Enders, and D.C. Hambrick, "CEO Narcissism, Audience Engagement, and Organizational Adoption of Technological Discontinuities," Administrative Science Quarterly, June 2013. (*Recipient of 2014 Best Paper Award, German Academic Association for Business Research, Verband der Hochschullehrer für Betriebswirtschaftslehre e.V.*)

Quigley, T.J. and D.C. Hambrick, "When the Former CEO Stays on as Board Chair: Effects on Successor Discretion, Strategic Change, and Performance," Strategic Management Journal, July 2012.

Chen, G. and D.C. Hambrick, "CEO Replacement in Turnaround Situations: Executive (Mis)fit and Its Performance Implications," Organization Science, January 2012.

Crossland, C. and D.C. Hambrick, "Differences in Managerial Discretion Across Countries: How National-level Institutions Affect the Degree to Which CEOs Matter." Strategic Management Journal, August 2011.

Wowak, A.J., D.C. Hambrick, and A.D. Henderson, "Do CEOs Encounter Within-Tenure 'Settling Up'? A Multiperiod Perspective on Executive Pay and Dismissal," Academy of Management Journal, August 2011.

Chatterjee, A. and D.C. Hambrick, "Executive Personality, Capability Cues, and Risk Taking: How Narcissistic CEOs React To Their Successes and Stumbles," Administrative Science Quarterly, June 2011.

Wowak, A.J. and D.C. Hambrick, "A Model of Person-Pay Interaction: How Executives Vary in Their Responses to Compensation Arrangements," Strategic Management Journal, August 2010.

Pollock, T.G., G. Chen, E.M. Jackson, and D.C. Hambrick, "How Much Prestige Is Enough? Assessing the Value of Multiple Types of High-Status Affiliates for Young Firms," Journal of Business Venturing, January 2010.

Chen, G., L.K. Treviño, and D.C. Hambrick, "CEO Elitist Association: Toward a New Understanding of an Executive Behavioral Pattern," Leadership Quarterly, June 2009.

Chen, G., D.C. Hambrick, and T.G. Pollock, "Puttin' on the Ritz: Pre-IPO Enlistment of Prestigious Affiliates as Deadline-Induced Remediation," Academy of Management Journal, October 2008.

Hambrick, D.C. and M-J Chen, "New Academic Fields as Admittance-Seeking Social Movements: The Case of Strategic Management," Academy of Management Review, January 2008.

Wiesenfeld, B.M., K. Wurthmann, and D.C. Hambrick, "The Stigmatization and Devaluation of Elites Associated With Corporate Failures: A Process Model," Academy of Management Review, January 2008.

Sanders, W.G. and D.C. Hambrick, "Swinging For the Fences: The Effects of CEO Stock Options on Company Risk-Taking and Performance," Academy of Management Journal, October 2007.

Chatterjee, A. and D.C. Hambrick, "It's All About Me: Narcissistic CEOs and Their Effects on Company Strategy and Performance," Administrative Science Quarterly, September 2007. (Selected as the Outstanding Publication in Organizational Behavior in 2007, by the Organizational Behavior Division of the Academy of Management.)

Nag, R., D.C. Hambrick, and M-J Chen, "What Is Strategic Management, Really? Inductive Derivation of a Consensus Definition of the Field," Strategic Management Journal, September 2007.

Crossland, C. and D.C. Hambrick, "How National Systems Differ in Their Constraints on Corporate Executives: A Study of CEO Effects in Three Countries," Strategic Management Journal, August 2007.

Paruchuri, S., A. Nerkar, and D.C. Hambrick, "Acquisition Integration and Productivity Losses in the Technical Core: Disruption of Inventors in Acquired Companies," Organization Science, Sept./Oct. 2006.

Cho, T. and D.C. Hambrick, "Attention as the Mediator Between Top Management Team Characteristics and Strategic Change: The Case of Airline Deregulation," Organization Science, July/August 2006.

Henderson, A., D. Miller, and D.C. Hambrick, "How Quickly Do CEOs Become Obsolete? Industry Dynamism, CEO Tenure and Company Performance," Strategic Management Journal, May 2006.

Hambrick, D.C., S. Finkelstein, and A.C. Mooney, "Executive Job Demands: New Insights for Explaining Strategic Decisions and Leader Behaviors," Academy of Management Review, July 2005.

Siegel, P. and D.C. Hambrick, "Pay Disparities Within Top Management Groups: Evidence of Harmful Effects on Performance of High-Technology Firms," Organization Science, May/June 2005.

Li, J.T. and D.C. Hambrick, "Factional Groups: A New Vantage On Demographic Faultlines, Conflict and Disintegration in Work Teams," Academy of Management Journal, May 2005.

Hiller, N. and D.C. Hambrick, "Conceptualizing Executive Hubris: The Role of (Hyper-) Core Self-Evaluations in Strategic Decision-Making," Strategic Management Journal, April 2005.

Hambrick, D.C. and A.A. Cannella Jr., "CEOs Who Have COOs: Contingency Analysis of an Unexplored Structural Form," Strategic Management Journal, October 2004.

Hambrick, D.C., J.Li, J.T., K. Xin, and A. Tsui, "Compositional Gaps and Downward Spirals in International Joint Venture Management Groups," Strategic Management Journal, Summer 2001.

Snell, S.A., C.C. Snow, S.C. Davison, and D.C. Hambrick, "Designing and Supporting Transnational Teams: The Human Resource Agenda," Human Resource Management Journal, Summer 1998.

Hambrick, D.C., S.C. Davison, S.A. Snell, and C.C. Snow, "When Groups Consist of Multiple Nationalities: Toward an Understanding of the Implications," Organization Studies, Spring 1998.

Geletkanycz, M.A. and D.C. Hambrick, "The External Ties of Top Executives: Implications for Strategic Choice and Performance," Administrative Science Quarterly, December 1997.

Abrahamson, E. and D.C. Hambrick, "Attentional Homogeneity in Industries: The Effect of Discretion," Journal of Organizational Behavior, December 1997.

Hayward, M.L.A. and D.C. Hambrick, "Explaining the Premiums Paid for Large Acquisitions: Evidence of CEO Hubris," Administrative Science Quarterly, March 1997.

Hambrick, D.C., T.S. Cho, and M-J. Chen, "The Influence of Top Management Team Heterogeneity on Firms' Competitive Moves," Administrative Science Quarterly, December 1996.

Hambrick, D.C. and E. Abrahamson, "Assessing the Amount of Managerial Discretion In Different Industries," Academy of Management Journal, October 1995.

Hambrick, D.C., "Fragmentation and the Other Problems CEOs Have With Their Top Management Teams," California Management Review, Spring 1995.

Chen, M-J. and D.C. Hambrick, "Speed, Stealth, and Selective Attack: How Small Firms Differ From Large Firms in Competitive Behavior," Academy of Management Journal, April 1995.

Hambrick, D.C. and S. Finkelstein, "The Effects of Ownership Structure On Conditions at the Top: The Case of CEO Pay Raises," Strategic Management Journal, March 1995.

Hambrick, D.C., M.A. Geletkanycz, and J.W. Fredrickson, "Top Executive Commitment to the Status Quo," Strategic Management Journal, September 1993.

Hambrick, D.C. and A.A. Cannella, Jr., "Relative Standing: A Framework for Understanding Departures of Acquired Executives," Academy of Management Journal, August 1993.

Cannella, A.A., Jr., and D.C. Hambrick, "Effects of Executive Departures on the Performance of Acquired Firms," Strategic Management Journal, Summer 1993 (special issue).

Hambrick, D.C. and R.A. D'Aveni, "Top Management Team Deterioration as Part of the Downward Spiral of Large Bankruptcies," Management Science, October 1992.

Michel, J. and D.C. Hambrick, "Diversification Posture and the Characteristics of the Top Management Team," Academy of Management Journal, March 1992.

Hambrick, D.C. and G. Fukutomi, "The Seasons of a CEO's Tenure," Academy of Management Review, October 1991.

Finkelstein, S. and D.C. Hambrick, "Top Management Team Tenure and Organizational Outcomes: The Moderating Role of Managerial Discretion," Administrative Science Quarterly, September 1990.

Vasconcellos, J. and D.C. Hambrick, "Key Success Factors: Test of a General Theory in the Mature Industrial-Product Sector," Strategic Management Journal, July 1989.

Finkelstein, S. and D.C. Hambrick, "Chief Executive Compensation: A Study of the Intersection of Markets and Political Processes," Strategic Management Journal, March 1989.

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Hambrick, D.C. and R. D'Aveni, "Corporate Failure as a Downward Spiral," Administrative Science Quarterly, April 1988.

Fredrickson, J.W., D.C. Hambrick, and S. Baumrin, "A Model of CEO Dismissal," Academy of Management Review, April 1988.

MacMillan, I.C., D.C. Hambrick, and J.M. Pennings, "Uncertainty Reduction and the Threat of Supplier Retaliation: Two Views of the Backward Integration Decision," Organization Studies, Summer 1986.

Hambrick, D.C. and D. Lei, "Toward an Empirical Prioritization of Contingency Variables for Business Strategy," Academy of Management Journal, December 1985.

Hambrick, D.C. and I.C. MacMillan, "Efficiency of Product R&D in Business Units: The Role of Strategic Context," Academy of Management Journal, September 1985.

Pennings, J.M., D.C. Hambrick, and I.C. MacMillan, "Interorganizational Dependence and Forward Integration," Organization Studies, April 1984.

Hambrick, D.C. and P.A. Mason, "Upper Echelons: The Organization as a Reflection of its Top Managers," Academy of Management Review, March 1984. (*Selected as the Best Paper of the First Decade of the Academy of Management Review (awarded in 2006).*)

Hambrick, D.C., "High-Profit Strategies in Mature Capital Goods Industries: A Contingency Approach", Academy of Management Journal, December 1983.



Hambrick, D.C., "An Empirical Typology of Mature Industrial-Product Environments," Academy of Management Journal, June 1983.

Hambrick, D.C., I.C. MacMillan, and R. Barbosa, "Business Unit Strategy and Changes in the Product R&D Budget," Management Science, July 1983.

Hambrick, D.C. and S.M. Schechter, "Turnaround Strategies for Mature Industrial Product Business Units," Academy of Management Journal, June 1983.

Hambrick, D.C., "Some Tests of the Effectiveness and Functional Attributes of Miles and Snow's Strategic Types," Academy of Management Journal, March 1983.

MacMillan, I.C., D.C. Hambrick, and D.L. Day, "The Association Between Strategic Attributes and Profitability in the Four Cells of the BCG Matrix--A PIMS-based Empirical Analysis of Industrial-Product Businesses," Academy of Management Journal, December 1982.

Hambrick, D.C., and I.C. MacMillan, and D.L. Day, "Strategic Attributes and Performance in the Four Cells of the BCG Matrix--A PIMS-based Empirical Analysis," Academy of Management Journal, September 1982.

Hambrick, D.C., "Environmental Scanning and Organizational Strategy," Strategic Management Journal, April 1982.

Hambrick, D.C., "Specialization of Environmental Scanning Within Top Management Teams," Journal of Management Studies, June 1981.

Hambrick, D.C., "Environment, Strategy and Power Within Top Management Teams," Administrative Science Quarterly, June 1981.

Hambrick, D.C., "Strategic Awareness Within Top Management Teams," Strategic Management Journal, August 1981.

Hambrick, D.C., "Operationalizing the Concept of Business-Level Strategy in Research," Academy of Management Review, October 1980.

Snow, C.C. and D.C. Hambrick, "Measuring Organizational Strategies: Some Theoretical and Methodological Problems," Academy of Management Review, October 1980.

### **BOOKS, EDITED COLLECTIONS, AND MAJOR REPORTS:**

Finkelstein, S., D.C. Hambrick, and A. Cannella, Strategic Leadership: Theory and Research on Executives, Top Management Teams, and Boards, Oxford University Press, 2009.

Hambrick, D.C., A. v. Werder, E. Zajac (eds.), Corporate Governance, special issue of Organization Science, 2008.

Hambrick, D.C., D.A. Nadler, and M.L. Tushman (eds.), Navigating Change: How CEOs, Top Teams, and Boards Steer Transformation, Harvard Business School Press, 1998.

Finkelstein, S. and D.C. Hambrick, Strategic Leadership: Top Executives and Their Effects on Organizations, West, 1996.

Hambrick, D.C. (ed.), Strategic Leaders and Leadership, special issue of Strategic Management Journal, Wiley, 1989.

Hambrick, D.C. (Principal Researcher), Reinventing the CEO: 21st Century Report, Korn/Ferry International and Columbia Business School, 1989.

Hambrick, D.C. (ed.), The Executive Effect: Concepts and Methods for Studying Top Managers, JAI Press, 1988.

### **INVITED AND PROFESSIONAL PUBLICATIONS:**

Hambrick, D.C. and Wowak, A.J., “Strategic Leadership,” in Duhaime, I.M., Hitt, M., and Lyles, M. (eds.) Strategic Management: State of the Field and Its Future, Oxford University Press, 2021.

Hambrick, D.C., “The Fattest of the Fat Cats: Observations on Aguinis and Colleagues’ Findings on CEO Pay,” Management Research: The Journal of the Iberoamerican Academy of Management, 2018.

Hambrick, D.C. and C. Crossland, “A Strategy for Behavioral Strategy: Appraisal of Small, Midsize, and Large Tent Conceptions of This Embryonic Community,” Advances in Strategic Management, 2018.

Hambrick, D.C., “CEO,” C. Cooper (ed.), Wiley Encyclopedia of Management, 3<sup>rd</sup> Edition, Wiley, 2015.

Hambrick, D.C., “Top Management Teams,” C. Cooper (ed.), Wiley Encyclopedia of Management, 3<sup>rd</sup> Edition, Wiley, 2015.

Hambrick, D.C., “Upper Echelons Theory,” in D. Teece and M. Augier (eds.), The Palgrave Encyclopedia of Strategic Management, Palgrave Macmillian, 2013.

Hambrick, D.C. and A.J. Wowak, “Whom Do We Want as Our Business Leaders? How Changes in the Corporate Milieu Have Brought About a New Breed of CEO,” in J.E. Ricart and J.M. Rosanas (eds.), Towards a New Theory of the Firm, Bilbao: Fundación BBVA, 2012.

Hambrick, D.C., "Top Management Teams," Encyclopaedia of Executive Governance, Economica (Paris), 2009.

Hambrick, D.C., A. v. Werder, and E. Zajac, "New Directions in Corporate Governance Research," Organization Science, 2008.

Hambrick, D.C., "The Field of Management's Devotion to Theory: Too Much of a Good Thing?" Academy of Management Journal, 2007.

Hambrick, D.C., "Upper Echelons Theory – An Update," Academy of Management Review, 2007.

Hambrick, D.C., "Venturing Outside the Monastery," Academy of Management Journal, 2005.

Hambrick, D.C., "Just How Bad Are Our Theories? A Response to Ghoshal," Academy of Management Learning and Education, 2005.

Hambrick, D.C., "Letter to a Newly-tenured Professor," Journal of Management Inquiry, 2005.

Hambrick, D.C., "Upper Echelons Theory: Origins, Twists and Turns, and Lessons Learned," Great Minds In Management: The Process of Theory Development, Oxford University Press: 2005.

Hambrick, D.C., S. Finkelstein, T.S. Cho, and E.M. Jackson, "Isomorphism In Reverse: Institutional Theory as an Explanation For Recent Increases in Intraindustry Heterogeneity and Managerial Discretion," Research in Organizational Behavior, JAI Press, 2005.

Hambrick, D.C., S. Finkelstein, and A. Mooney, "Executives Sometimes Lose It, Just Like the Rest of Us," Academy of Management Review, (invited reply), 2005.

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Hambrick, D.C., "CEO," N. Nicholson, P. Audia, and M. Pillutla (eds.), Blackwell Encyclopedic Dictionary of Management: Organizational Behavior, 2<sup>nd</sup> Edition, Blackwell, 2004.

Hambrick, D.C., "Top Management Team," N. Nicholson, P. Audia, and M. Pillutla (eds.), Blackwell Encyclopedic Dictionary of Management: Organizational Behavior, 2<sup>nd</sup> Edition, Blackwell, 2004.

Hambrick, D.C., "On the Staying Power of Defenders, Analyzers, and Prospectors," Academy of Management Executive, 2003.

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Li, J.T., K. Xin, A. Tsui, and D.C. Hambrick, "Building Effective International Joint Venture Leadership Teams in China," Journal of World Business, Spring, 1999.

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Hambrick, D.C., "Teaching as Leading," In Researchers Hooked On Teaching, R. Andre and P. Frost (eds.), Sage, 1996.

Hambrick, D.C., "1993 Presidential Address: What If the Academy Actually Mattered?" Academy of Management Review, January 1994.

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Summer, C.A., R.A. Bettis, I.H. Duhaime, J.H. Grant, D.C. Hambrick, C.C. Snow, and C.P. Zeithaml, "Doctoral Education in the Field of Business Policy and Strategy," Journal of Management, August 1990.

Hambrick, D.C., "The Adolescence of Strategic Management, 1980-1985: Critical Perceptions and Reality," Perspectives on Strategic Management, J.W. Fredrickson (ed.), Harper and Row, 1990.

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Hambrick, D.C. and C.C. Snow, "Strategic Reward Systems," in Strategy, Organization Design, and Human Resource Management, C.C. Snow (ed.), JAI Press, 1989.

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