

## **MICHAEL D. PFARRER**

Department of Management  
Terry College of Business  
University of Georgia

204 Benson Hall  
630 S. Lumpkin Street  
Athens, GA 30602-1575  
706.542.1294 (main)

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### **EDUCATION**

Ph.D. University of Maryland  
M.B.A. University of North Alabama  
B.A. University of Notre Dame

### **ACADEMIC EMPLOYMENT**

Associate Professor, Terry College of Business, University of Georgia	2014-present
Assistant Professor, Terry College of Business, University of Georgia	2009-2014
Assistant Professor, Daniels College of Business, University of Denver	2007-2009

### **RESEARCH INTERESTS**

My research focuses on social perceptions of the firm and how the firm manages these perceptions to create value. My specific interests include organizational celebrity, legitimacy, reputation, and stigma; impression and crisis management, media accounts, and the role of business in society.

### **REFEREED JOURNAL ARTICLES**

(†current UGA student at submission; ††former UGA student at submission)

#### ***Citation Counts (December 2017)***

Google Scholar: 2171  
Web of Science: 813

1. †Hubbard, T.D., Pollock, T.G., Pfarrer, M.D., & Rindova, V.P. Safe bets or hot hands? How status and celebrity influence newly public firms' strategic alliance formations. Forthcoming at the *Academy of Management Journal*.
  - Accepted in November 2017

2. Halebian, J.M., Pfarrer, M.D., & †Kiley, J.T. 2017. High-reputation firms and their differential acquisition behaviors. *Strategic Management Journal*, 38: 2237-2254.
  - Accepted in December 2016
  - Authors listed in random order. Each contributed equally.
  - Coverage on hbr.org: <https://hbr.org/2017/04/prestigious-firms-make-riskier-acquisitions-than-other-firms> ; *Harvard Business Review* (print), July/August.
  - Coverage on “Top of Mind,” BYURadio, June 28, 2017. <http://www.byuradio.org/episode/e5beffb6-9d27-4077-868b-b1891dd5f6ec?playhead=3572&autoplay=true>
3. ††Bundy, J., Pfarrer, M.D., †Short, C.E., & Coombs, W.T. 2017. Crises and crisis management: Integration, interpretation, and research development. *Journal of Management*, 43: 1661-1692.
  - Accepted in October 2016
4. Zavyalova, A., Pfarrer, M.D., & Reger, R.K. 2017. Celebrity *and* infamy? The consequences of media narratives about organizational identity. *Academy of Management Review*, 42: 461-480.
  - Accepted in September 2016
  - 2013 Reputation Institute International Conference Best Paper Award
5. ††Waldron, T., Fisher, G., & Pfarrer, M.D. 2016. How social entrepreneurs facilitate the adoption of new industry practices. *Journal of Management Studies*, 53: 821-845.
  - Accepted in December 2015
6. Zavyalova, A., Pfarrer, M.D., Reger, R.K., & †Hubbard, T.D. 2016. Reputation as a benefit *and* a burden? How organizational reputation affects low- and high-identification stakeholders’ reactions to a negative event. *Academy of Management Journal*, 59: 253-276.
  - Accepted in July 2015
7. †Bundy, J., & Pfarrer, M.D. 2015. A burden of responsibility: The role of social approval at the onset of a crisis. *Academy of Management Review*, 40: 345-369.
  - Accepted in October 2014
8. Muller, A.R., Pfarrer, M.D., & Little, L.M. 2014. A theory of collective empathy in corporate philanthropy decisions. *Academy of Management Review*, 39: 1-21.
9. Haack, P., Pfarrer, M.D., & Scherer, A.G. 2014. Legitimacy-as-feeling: How affect leads to vertical legitimacy spillovers in transnational governance. *Journal of Management Studies*, 51: 634-666.
10. Zavyalova, A., Pfarrer, M.D., Reger, R.K., & Shapiro, D.L. 2012. Managing the message: The effects of firm actions and industry spillovers on media coverage subsequent to wrongdoing. *Academy of Management Journal*, 55: 1079-1101.

11. Koschmann, M.A., Kuhn, T.R., & Pfarrer, M.D. 2012. A communicative framework of value in cross-sector partnerships. *Academy of Management Review*, 37: 332-354.
  - National Communication Association Article of the Year
12. Pfarrer, M.D., Pollock, T.G., & Rindova, V.P. 2010. A tale of two assets: The effects of firm reputation and celebrity on earnings surprises and investors' reactions. *Academy of Management Journal*, 53: 1131-1152.
  - Oxford University Centre for Corporate Reputation Best Paper Award
13. Pfarrer, M.D., DeCelles, K.A., Smith, K.G., & Taylor, M.S. 2008. After the fall: Reintegrating the corrupt organization. *Academy of Management Review*, 33: 730-749.
14. Pfarrer, M.D., Smith, K.G., Bartol, K.M., Khanin, D.M., & Zhang, X. 2008. Coming forward: The effects of social and regulatory forces on the voluntary restatement of earnings subsequent to wrongdoing. *Organization Science*, 19: 386-403.
15. Zhang, X., Bartol, K.M., Smith, K.G., Pfarrer, M.D., & Khanin, D.M. 2008. CEOs on the edge: Earnings manipulation and stock-based incentive misalignment. *Academy of Management Journal*, 51: 241-258.
16. Duriau, V.J., Reger, R.K., & Pfarrer, M.D. 2007. A content analysis of the content analysis literature in organization studies: Research themes, data sources, and methodological refinements. *Organizational Research Methods*, 10: 5-34.
  - *Organization Research Methods* Best Paper Award
17. DeCelles, K.A., & Pfarrer, M.D. 2004. Heroes or villains? Corruption and the charismatic leader. *Journal of Leadership and Organizational Studies*, 11: 67-77.

### **BOOK CHAPTERS, INVITED ARTICLES, & REFEREED PROCEEDINGS**

(†current UGA student at submission; ††former UGA student at submission)

1. Zavyalova, A., Pfarrer, M.D., & Reger, R.K. 2018. Opening the black box of celebrity and infamy: Constituents as active consumers of media content. A response to Roulet and Clemente. Forthcoming at the *Academy of Management Review*.
  - Accepted in December 2017
2. Wang, X., Reger, R.K., & Pfarrer, M.D. 2017. Faster, hotter, and more linked in: Managing social disapproval in the social media era. *The Best Papers Proceedings, Academy of Management Annual Meeting*.
  - Accepted in May 2017
3. Halebian, J.M., Pfarrer, M.D., & ††Kiley, J.T. 2017. Prestigious firms make riskier acquisitions. *Harvard Business Review*, 95(4): 26.
  - Accepted in April 2017

4. Lange, D., & Pfarrer, M.D. 2017. Sense and structure: The core building blocks of an AMR article. *Academy of Management Review*, 42: 407-416.
  - Accepted in July 2016
5. †Hubbard, T.D., Pollock, T.G., Pfarrer, M.D., & Rindova, V.P. 2016. Pump up the volume: The effects of celebrity and status on newly public firms' access to resources. *The Best Papers Proceedings, Academy of Management Annual Meeting*.
  - Accepted in May 2016
6. Pfarrer, M.D. 2016. Financial restatements. In C.E. Carroll (Ed.), *The SAGE Encyclopedia of Corporate Reputation*: 324-326. London: SAGE.
  - Accepted in August 2015
7. Pfarrer, M.D. 2016. Organizational wrongdoing. In C.E. Carroll (Ed.), *The SAGE Encyclopedia of Corporate Reputation*: 558-560. London: SAGE.
  - Accepted in August 2015
8. Pfarrer, M.D. 2016. Reputation repair. In C.E. Carroll (Ed.), *The SAGE Encyclopedia of Corporate Reputation*: 667-669. London: SAGE.
  - Accepted in August 2015
9. Pfarrer, M.D. 2014. Expanding the study of organizational transgressions and reintegration strategies. In J. Goodstein, K.D. Butterfield, M.D. Pfarrer, & A.C. Wicks (Eds.), *Individual and organizational reintegration after ethical and legal transgressions: Challenges and opportunities. Business Ethics Quarterly*, 24: 315-342.
  - Accepted in July 2014
10. Graffin, S.D., Pfarrer, M.D., & †Hill, M.W. 2012. Untangling executive reputation and corporate reputation: Who made who? In M. Barnett & T. Pollock (Eds.), *The Oxford Handbook of Corporate Reputation*: 221-239. Oxford, UK: Oxford University Press.
11. Pfarrer, M.D. 2010. What is the purpose of the firm? Shareholder and stakeholder theories. In J. O'Toole & D. Mayer (Eds.), *Good Business: Exercising Effective and Ethical Leadership*: 86-93. New York: Routledge.
12. Pfarrer, M.D., Pollock, T.G., & Rindova, V.P. 2008. Does noblesse oblige? The effects of firm reputation and celebrity on earnings surprises and investors' reactions. *The Best Papers Proceedings, Academy of Management Annual Meeting*.
13. Pfarrer, M.D., & Smith, K.G. 2005. Creative destruction. In M. Hitt & D. Ireland (Eds.), *The Blackwell Encyclopedia of Management—Entrepreneurship*: 50-52. London: Blackwell.
14. Pfarrer, M.D. 2005. Do business ethics matter? Why a code of conduct is important for the entrepreneur. Dingman Center for Entrepreneurship, University of Maryland.

## **MANUSCRIPTS UNDER REVIEW**

(†current UGA student at submission; ††former UGA student at submission)

1. Wang, X., Reger, R.K., & Pfarrer, M.D. Exposed, faster, hotter, and more linked in: Managing social disapproval in the Social Media Era. Revise and resubmit at the *Academy of Management Review*.
2. Haack, P., Pfarrer, M.D., & Sieweke, J. Legitimacy as a multi-level judgment: Evidence from a natural experiment. Under review at *Administrative Science Quarterly*.
3. Busenbark, J.R., Pfarrer, M.D., Miller, B.P., & Marshall, N.T. What happens to top actors during organizational violations? Examining how head coach performance during NCAA violations informs dismissal and labor market outcomes. Under review at *Strategic Management Journal*.
4. Busenbark, J.R., Pfarrer, M.D., †Campbell, R.J., & †Oliver, A.G. Security analysts' reactions to high-reputation firms' consistent behaviors. Under review at *Strategic Management Journal*.

## **INVITED RESEARCH PRESENTATIONS**

1. Ludwig Maximilian Universität, Munich, Germany, March 2017
2. MIST 9777, Terry College of Business, March 2017
3. University of Notre Dame, November 2016
4. Drexel University, April 2016
5. Grady College, University of Georgia, February 2016
6. Rice University, December 2015
7. Consortium for the Advancement of Research Methods and Analysis, October 2015
8. University of Tennessee, April 2015
9. University of Tennessee, April 2014
10. University of Arkansas, April 2013
11. Imperial College London, September 2012

## **RESEARCH SYMPOSIA & WORKSHOPS**

1. Content analysis in organizational research: Techniques and applications. Professional Development Workshop. Organizer, facilitator, and presenter.
  - a. Academy of Management Annual Meeting, 2009-2017
  - b. Southern Management Association Annual Meeting, 2012-2013
2. Oxford University Centre for Corporate Reputation Annual Symposium, 2011-2017. Organizer and Presenter for PhD PDW and main program.
3. Writing theoretical papers for *AMR*. Professional Development Workshop. Facilitator.

- a. Academy of Management Annual Meeting, 2014-2017
- 4. Integrating accounting and strategy scholarship. Professional Development Workshop at the Academy of Management Annual Meeting, 2017. Presenter.
- 5. Repair, recovery, and reintegration at work. Showcase Symposium at the Academy of Management Annual Meeting, 2017. Presenter and discussant.
- 6. AIMing to impress: Anticipatory impression management and the organization. Symposium at the Academy of Management Annual Meeting, 2017. Discussant.
- 7. At the interface of delegitimation struggles: Social judgments and organizational (il)legitimacy. Symposium at the Academy of Management Annual Meeting, 2017. Presenter.
  - a. Finalist, best OMT symposium
- 8. Sustainability, ethics, and entrepreneurship. Symposium at the Academy of Management Annual Meeting, 2016. Presenter.
  - a. Finalist, best international-themed symposium
- 9. Celebrity in strategic management and organizational studies. Symposium at the Academy of Management Annual Meeting, 2016. Panelist.
- 10. Micro Meets Macro Conference, 2016. Arizona State University. Panelist.
- 11. A PechaKucha about social evaluations. Professional Development Workshop. Organizer, presenter.
  - a. Academy of Management Annual Meeting, 2012, 2015
- 12. The social construction of innovation. Symposium at the Academy of Management Annual Meeting, 2015. Organizer and Moderator.
- 13. What can we learn from organizational communication? Symposium at the Academy of Management Annual Meeting, 2015. Presenter.
- 14. Macro perspectives on behavioral (micro) ethics. Symposium at the Academy of Management Annual Meeting, 2015. Discussant.
- 15. Symbolic management in the 21<sup>st</sup> century. Symposium at the Academy of Management Annual Meeting, 2014. Presenter.
- 16. Global governance: Bringing external corporate governance into the corporate governance equation. Symposium at the Academy of Management Annual Meeting, 2014. Presenter.

17. Opportunities for integrating discourse analysis into strategy research. Professional Development Workshop at the Academy of Management Annual Meeting, 2014. Presenter and Facilitator.
18. Cognition in the rough. Professional Development Workshop. Academy of Management Annual Meeting, 2010, 2011, 2013, 2014. Facilitator.
19. Creating a programmatic stream of research. Mid-Atlantic Strategy Conference, 2014. Presenter and Facilitator.
20. Multi-theoretical perspectives in crisis management. Symposium at the Academy of Management Annual Meeting, 2013. Organizer and Presenter.
21. Late-stage doctoral consortium at the Southern Management Association Annual Meeting, 2012. Facilitator.
22. The social construction of social approval assets: Who is in control? Symposium at the Strategic Management Society Annual International Conference, 2011. Presenter.
23. Emerging paradigms: The evolution and future directions of strategic management. Symposium at the Southern Management Association Meeting, 2011. Presenter.
24. Category effects in the evolution of industries: Cognitive and institutional approaches. Symposium at the Academy of Management Annual Meeting, 2011. Presenter.
25. Organizational misconduct: Who cheats more and how do they respond when discovered? Symposium at the Academy of Management Annual Meeting, 2011. Presenter.
26. Ethical implications of financial misrepresentation. Symposium at the Society for Business Ethics Conference, 2007. Presenter.
27. Rethinking technology entrepreneurship and industry emergence in the Dot-Com Era: Three new perspectives. Symposium at the Academy of Management Annual Meeting, 2006. Presenter.
28. Creative destruction: 70 years of Schumpeterian economics. Symposium at the Academy of Management Annual Meeting, 2004. Organizer and Presenter.

### **RESEARCH PRESENTATIONS**

(†current UGA student at submission; ††former UGA student at submission)

1. Wang, X., Reger, R.K., & Pfarrer, M.D. Managing social disapproval in the Social Media Era. Academy of Management Annual Meeting, 2017.

2. †Hubbard, T.D., Pollock, T.G., Pfarrer, M.D., & Rindova, V.P. Pump up the volume: The effects of celebrity and status on newly public firms' access to resources. Academy of Management Annual Meeting, 2016.
3. †Oliver, A.G., Campbell, R.J., Pfarrer, M.D., & Lee, H. All good things must come to an end: The temporal nature of firm reputation. Academy of Management Annual Meeting, 2016.
4. Pfarrer, M.D. Using content analysis to study affect in social evaluations.
  - a. Academy of Management-Diamonds in the Rough Workshop, 2013-2014
  - b. Strategic Management Society-Behavioral Strategy Workshop, 2013
5. ††Waldron, T., Fisher, G., & Pfarrer, M.D. Institutional entrepreneurs' rhetorical strategies. Southern Management Association Annual Meeting, 2014.
6. †Oliver, A., Pfarrer, M., Halebian, J. & Kiley, J. The price of fame: the role of firm celebrity in the merger and acquisition process. Strategic Management Society Annual Conference, 2014.
7. Haack, P., Pfarrer, M.D., & Scherer, A.G. Legitimacy-as-feeling: How affect leads to vertical legitimacy spillovers in transnational governance. Oxford University Centre for Corporate Reputation, September 2013
8. Halebian, J., Pfarrer, M.D., & †Kiley, J. Uneasy lies the head that wears a crown: High-reputation firms and their risk-seeking behavior.
  - a. Strategic Management Society Annual Conference, 2012
  - b. Academy of Management Annual Meeting, 2012
  - c. Atlanta Competitive Advantage Conference, 2012
9. Zavyalova, A., Pfarrer, M.D., & Reger, R.K. Benefit or burden? The roles of reputation and organization identification on stakeholder behaviors following negative events.
  - a. Oxford University Centre for Corporate Reputation, September 2013
  - b. Academy of Management Annual Meeting, 2012
10. †Bundy, J.N., & Pfarrer, M.D. Accounting for approval: Organizational response strategies to a crisis. Academy of Management Annual Meeting, 2012.
11. †Bundy, J.N., Pfarrer, M.D., & †Hill, M.W. Moving the market? The effects of initial firm responses on investors' perceptions of wrongdoing. Strategic Management Society Annual Conference, 2011.
12. Pfarrer, M. D., Smith, K. G., & Wheeler, A. R. Managing expectations in times of crisis: The roles of optimism, underestimation, and realism. Academy of Management Annual Meeting, 2011.

13. Muller, A., & Pfarrer, M. D. Organizational responsiveness to human suffering as compassionate corporate philanthropy. Academy of Management Annual Meeting, 2011.
14. †Hill, M.W., Pfarrer, M.D., & Graffin, S.D. Reputation management in the boardroom. Southern Management Association Annual Meeting, 2010.
15. Benjamin, S.N., Reger, R.K., Pfarrer, M.D., & Baum, R.J. The media effect on the adoption of green technologies.
  - a. Southern Management Association Annual Meeting, 2012
  - b. INFORMS Annual Meeting, 2010
  - c. Strategic Management Society Annual Conference, 2010
  - d. George Mason Entrepreneurship Research Conference, 2010
16. Zavyalova, A., Pfarrer, M.D., Reger, R.K., & Shapiro, D.L. Reputation dynamics: The effects of industry spillovers and firm actions on firm reputation.
  - a. Atlanta Competitive Advantage Conference, 2010
  - b. Mid-Atlantic Strategy Conference, 2009
  - c. Strategic Management Society Annual Conference, 2009
  - d. Academy of Management Annual Meeting, 2009
17. Pfarrer, M.D., Pollock, T.G., & Rindova, V.P. The effects of firm reputation and celebrity on earnings surprises and investors' reactions.
  - a. Oxford University Centre for Corporate Reputation, September 2011
  - b. University of Illinois at Urbana-Champaign, 2009
  - c. Academy of Management Annual Meeting, 2008
  - d. Atlanta Competitive Advantage Conference, 2008
  - e. Duke Strategy Conference, 2008
  - f. Daniels Faculty Research Seminar, January 2008
  - g. *Organization Science* Editor's Panel & Paper Development Workshop, INFORMS Annual Meeting, 2007
18. Pfarrer, M.D. A theoretical framework of perceived information quality. Academy of Management Annual Meeting, 2007.
19. Pfarrer, M.D., & Provan, M.D. When institutions collide: A model of institutional rivalry.
  - a. Cornell-McGill Conference on Institutions & Entrepreneurship, 2007
  - b. Academy of Management Annual Meeting, 2006
  - c. 13th International Conference on Gambling and Risk-Taking, 2006
  - d. Eastern Academy of Management Conference, 2006
20. Pfarrer, M.D., Smith, K.G., Bartol, K.M., Khanin, D.M., & Zhang, X. Coming forward: The effects of social and regulatory forces on the voluntary restatement of earnings.
  - a. Corporate Governance Conference, Northwestern University, 2007
  - b. Society for Business Ethics Conference, 2006

- c. Conference on Institutional Mechanisms for Industry Self-Regulation, Dartmouth College, 2006
  - d. Academy of Management Annual Meeting, 2005
  - e. Atlanta Competitive Advantage Conference, 2005
21. Goldfarb, B.D., Kirsch, D., & Pfarrer, M.D. Searching for ghosts: Unmeasured entrepreneurial activity in the Dot-Com Era.
- a. International Industrial Organization Conference, 2005
  - b. Allied Social Sciences Association Meetings, 2005
22. DeCelles, K.A., & Pfarrer, M.D. Heroes or villains? Corruption and the charismatic leader. Academy of Management Annual Meeting, 2004.

### **TEACHING EXPERIENCE (UGA)**

<b>Overall Course Rating:</b>	<b>4.6/5.0</b>
<b>Overall Instructor Rating:</b>	<b>4.8/5.0</b>
<b>MBA Instructor Rating:</b>	<b>4.8/5.0</b>
<b>UG Instructor Rating:</b>	<b>4.8/5.0</b>

#### ***Undergraduate***

Foundations of Business  
 Strategic Management  
 International Strategy  
 Business Ethics

#### ***Full-time MBA***

Business Ethics  
 Corporate Reputation and Crisis Management  
 Leading Evolving Organizations  
 Strategic Management

#### ***Professional MBA***

International Strategy  
 Strategic Management  
 Corporate Reputation and Crisis Management

#### ***Executive MBA***

Strategic Management

#### ***Executive Education***

Cultivating a Strategic Mindset  
 Corporate Reputation and Crisis Management

**Ph.D.**

Organizational Theory  
Strategic Management

**SERVICE TO THE PROFESSION**

- Associate Editor, *Academy of Management Review*, 2014-2017
- Guest Editor, *Academy of Management Review* Special Topic Forum, 2017
- External Reviewer for tenure of Mike Withers, Texas A&M, 2017
- External Reviewer for tenure of Deborah Philippe, University of Lausanne, 2015
- Guest Editor, *Business Ethics Quarterly* Special Issue, 2014
- Research Fellow, Oxford University Centre for Corporate Reputation, 2011-present
- Editorial Board, *Academy of Management Journal*, 2010-2014; 2016-
- Editorial Board, *Academy of Management Review*, 2009-2014; 2017-
- Editorial Board, *Business Ethics Quarterly*, 2010-2014
- Editorial Board, *Organization Science*, 2013-2014
- Editorial Board, *Strategic Management Journal*, 2013-2014
- Journal Reviewer: *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, *American Sociological Review*, *Business Ethics Quarterly*, *Journal of Business Ethics*, *Journal of Management*, *Journal of Management Studies*, *Journal of Business Venturing*, *Organization Science*, *Organization Studies*, *Organizational Research Methods*, *Strategic Management Journal*
- Conference Reviewer: Academy of Management, Southern Management Association, Strategic Management Society
- Strategic Management Society, Best Paper Committee, 2017
- Southern Management Association Best Paper Committee, 2010-2011
- Reviewer, INFORMS/Organization Science Dissertation Competition, 2012-2013
- Member: Academy of Management, Strategic Management Society

**SERVICE TO THE COLLEGE AND UNIVERSITY**

- Participation in Terry Graduation Convocation, 2013-
- University's Academic Honesty Panel, 2017-
- Faculty Concerns Committee, 2015-
- Terry Teaching Awards Committee, 2017-
- MBA Leadership Scholarship judge, 2017
- Presentation to Terry Student Managed Investment Fund Board, 2016
- Directed Studies with Christopher Henseler, MBA student, 2016
- MBA Leadership Crisis Challenge, 2015-
- Faculty Advisor, KeyBank Minority Case Competition, 2015
- Supervisor for Samuel Higgins, Honors Option for MGMT 5560, 2015
- Connections Mentoring Program, 2013
- Committee for Study Abroad & Foreign Exchange Programs, 2012-2016

- Committee Chair, 2015-2016
- International Business Society Lunch and Learn, 2011-
- Terry College of Business Appeals Committee, 2010, 2012, 2013, 2016
- International Business Committee, 2010-2012
- Supervisor for Asa Pitt, Honors Option for MGMT 5560, 2010
- Daniels' MBA Race and Case Competition Judge, 2009
- Member, Daniels College of Business Faculty Work Task Force, 2008
- Moderator, Smith MBA Ethics Learning Module, 2005-2006
- Tax advisor to graduate students, sponsored by the UMD Graduate School, 2003-2006

### **SERVICE TO THE DEPARTMENT**

- First-year advisor for Robert Campbell, Ph.D. student, 2014-2015
- Directed Studies with Cole Short, Ph.D. student, 2015-present
- Directed Studies with Abbie Oliver, Ph.D. student, 2013-present
- Directed Studies with Tim Hubbard, Ph.D. student, 2012-2017
- Directed Studies with Jason Kiley, Ph.D. student, 2011-2015
- Directed Studies with Jonathan Bundy, Ph.D. student, 2010- 2014
- Directed Studies with Michael Hill, Ph.D. student, 2010-2011
  
- Member, Department Search Committee, 2017 (hired Susan Cohen)
- Chair, Department Search Committee, 2015-2016 (hired John Busenbark)
- Chair, Department Search Committee, 2014 (hired Danny Gamache)
- Member, Department Search Committee, 2013 (hired Tim Quigley)
- Member, Department Search Committee, 2010 (hired John Haleblian)
  
- Chair, post-tenure review of Rich Daniels, 2016
- Member, post-tenure review of Jason Colquitt, 2016
- Member, post-tenure review of Bob Vandenberg, 2016
- MGMT 7220 Appeals Committee, 2016
- Management Department Appeals Committee, 2013
- Member, BELS Department search committee, 2007 (Hired Don Mayer)
- Course Coordinator for UMD's Capstone Strategy Course (30 sections), 2006-2007

### **DISSERTATION COMMITTEES**

#### **University of Georgia**

- Chair, Cole Short (expected graduation date, 2019)
- Chair, Abbie Oliver (Georgia, 2018), placed at Georgia State
- Chair, Jonathan Bundy (Georgia, 2014), placed at Penn State
- Member, Rob Campbell (expected graduation date, 2019)
- Member, Tim Hubbard (Georgia, 2017), placed at Notre Dame

- Member, Jason Kiley (Georgia, 2015), placed at Oklahoma State
- Member, Kevin Cain (Georgia, 2014), placed at Georgia Regents University

### **Other Universities**

- Member, Xinran Wang (Tennessee, 2017), placed at Missouri
- Member, Laura D’Oria (Tennessee, 2017), placed at Iowa State
- Member, Scott Benjamin (Maryland, 2012), placed at Florida Tech
- Member, Anastasiya Zavyalova (Maryland, 2012), placed at Rice

### **GRANTS & AWARDS**

- Terry-Sanford Summer Salary Support, 2013-2018
- Student Career Development Award, 2014-2017
- Outstanding Reviewer, *Academy of Management Journal*, 2013
- Reputation Institute’s 17th International Conference, Best Paper Award, 2013
- Terry College of Business Outstanding Teacher, 2013, 2016
- University of Georgia, Research Grant, 2012-2014
- National Communication Association Article of the Year, 2012
- Oxford University Centre for Corporate Reputation Best Published Paper Award, 2011
- Outstanding Reviewer, *Academy of Management Review*, 2009
- Daniels College of Business Merit Awards in research and teaching, 2008
- *Organization Research Methods* Best Publication Award, 2007
- Robert H. Smith School of Business, \$5,000 Research Grant, 2007
- Krowe Teaching Award, 2007 (1 of 4 winners in school of business)
- Top 15% Award Recipient for Teaching Excellence, 2005-2007
- Outstanding Reviewer, Academy of Management Annual Conference, 2004, 2005, 2007, 2011, 2012
- Finalist, Krowe Teaching Award, 2006
- Finalist, INFORMS Organization Science Dissertation Proposal Competition, 2006
- Center for Teaching Excellence-Distinguished Teaching Award, 2006
- Frank T. Paine Scholastic Achievement Award for Academic Achievement, 2006
- Society for Business Ethics Founders’ Award, 2006
- Goldhaber Travel Award, 2005
- Dean’s Research Fellowship, 2002-2006

### **BUSINESS PRESS COVERAGE**

1. “Top of Mind,” BYURadio, <http://www.byuradio.org/episode/e5beffb6-9d27-4077-868b-b1891dd5f6ec?playhead=3572&autoplay=true> , June 28, 2017.
2. “Prestigious Firms Make Riskier Acquisitions than Other Firms,” hbr.org, <https://hbr.org/2017/04/prestigious-firms-make-riskier-acquisitions-than-other-firms>. April 24, 2017. Covered in *Harvard Business Review*, July/August issue.

3. Levick Strategic Communications Bulletproof blog on Crisis Communications: “Interview on corporate reputation and celebrity,” <http://www.bulletproofblog.com/2009/11/30/whats-next-the-bulletproof-interview-michael-pfarrer-on-corporate-reputation-and-celebrity/>, November 30, 2009.
4. “The Effects of Firm Reputation and Celebrity on Earnings Surprises and Investors’ Reactions,” *BizEd*, May-June 2009.
5. “Company isn't backing off on paying stock dividends,” by Lou Wilin, *The Courier* (Findlay, OH), December 4, 2008.
6. “Growing Up in Public,” *The Economist*, August 2008.
7. “Spitzer Spurs Lots of Crowing,” by Al Lewis, *Denver Post*, March 11, 2008.

## **PERSONAL**

I spent over a decade working as an investment consultant and director in both the U.S. and Europe. I am also a former baseball player and coach in Austria as well as a collegiate coach. Currently, I enjoy fitness, baseball, the outdoors, and spending time with my family. I also enjoy speaking German and traveling to Europe when time allows.