

## TIMOTHY G. POLLOCK

### WORK:

The Pennsylvania State University  
Smeal College of Business  
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### HOME:

75 Greenmeadow Lane  
Port Matilda, PA 16870  
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### EDUCATION

- Ph.D. University of Illinois at Urbana-Champaign 1998  
Major Concentration: Organization Theory  
Minor Concentration: Research Methods
- MBA University of Texas - Austin, Summa Cum Laude 1990  
Concentration: Management
- B.S. Northern Illinois University, Magna Cum Laude 1988  
Major: Finance Minor: Communications

### RESEARCH INTERESTS

My current research focuses on the social construction of entrepreneurial market environments, particularly the initial public offerings (IPO) market. I consider how social and political factors such as reputation, celebrity, social capital, impression management activities, media accounts, and the power of different actors influence IPO firm performance, survival, alliance formation activities, and executive recruitment and compensation. I am also interested in how entrepreneurs' experience and organizational resource endowments influence their strategic decision making.

### ACADEMIC EMPLOYMENT

Pennsylvania State University, Professor	7/08-Present
Pennsylvania State University, Associate Professor	7/04-6/08
University of Maryland – College Park, Assistant Professor	7/02-7/04
University of Wisconsin - Madison, Assistant Professor	7/98-7/02
University of Illinois, Research Assistant for Prof. Howard Thomas	8/97-7/98
University of Illinois, Research Assistant for Prof. Joseph Porac	5/94 - 8/94, 1/95-8/97
University of Illinois, Teaching Assistant - Introduction to Management	9/94-12/94
University of Illinois, Research Assistant for Prof. James Wade	1/94-5/94
University of Illinois, Teaching Assistant / Instructor - Developing Management Skills	9/93-12/93
University of Texas, Teaching Assistant - Introduction to Finance	1/90 - 5/90

### **NON-ACADEMIC EMPLOYMENT**

**The Longmont Group**, Houston TX 7/91 - 6/93

*Case Design Analyst* - I designed non-qualified benefit plans (SERPS, compensation deferral plans) and long-term disability plans for senior executives of corporations and partners in law firms. I also analyzed estate planning needs of high net worth individuals and designed plans to minimize tax effects on their estates and preserve the clients' wealth for their heirs.

**Coopers & Lybrand**, Houston TX 5/90 - 6/91

*Associate Compensation Consultant* - I designed salary administration and annual incentive bonus plans for small to mid-sized corporations and public institutions. I also conducted custom compensation surveys for corporate clients.

**Elgin West Pharmacy**, Elgin IL 1988-1997

*Advisor* - I assisted in all phases of managing our family business during a period of increasing competition in the local market. This included conducting cash flow analyses to determine the most profitable hours of operation, making personnel decisions, managing cash flows, downsizing the business, making decisions regarding the physical relocation of the store, and finally, the decision to close the business.

### **REFEREED JOURNAL PUBLICATIONS**

Chen, G., Hambrick, D.C. & Pollock, T.G. 2008. Puttin' on the ritz: Pre-IPO enlistment of prestigious affiliates as deadline-induced remediation. Academy of Management Journal, Forthcoming.

Detert, J.R. & Pollock, T.G. 2008. Values, interests and the capacity to act: Understanding professionals' responses to market-based improvement initiatives in highly institutionalized organizations. Journal of Applied Behavioral Science, 44(2): 186-214.

Wade, J.B., Porac, J.F., Pollock, T.G. & Graffin, S.D. 2008. Star CEOs: Benefit or burden? Organizational Dynamics, 37(2): 203-210.

Pollock, T.G., Rindova, V.P. & Maggitti, P.G. 2008. Market watch: Information and availability cascades among the media and investors in the U.S. IPO market. Academy of Management Journal, 51(2): 335-358.

Pollock, T.G. & Gulati, R. 2007. Standing out from the crowd: The availability enhancing effects of IPO-related signals on alliance formation by entrepreneurial firms. Strategic Organization, 5(4): 339-372.

Baker, T. & Pollock, T.G. 2007. Making the marriage work: The benefits of strategy's takeover of entrepreneurship for strategic organization. Strategic Organization, 5(3): 297-312.  
(Invited)

- Wade, J.B., O'Reilly, C.A. & Pollock, T.G. 2006. Overpaid CEOs and underpaid managers: fairness and executive compensation. Organization Science, 17(5): 527-544.
- Wade, J.B., Porac, J.F., Pollock, T.G. & Graffin, S.D. 2006. The burden of celebrity: The impact of CEO certification contests on CEO pay and performance. Academy of Management Journal, 49(4): 643-660.
- Rindova, V.P., Pollock, T.G. & Hayward, M.L.A. 2006. Celebrity firms: The social construction of market popularity. Academy of Management Review, 31(1): 50-71.
- Mishina, Y., Pollock, T.G. & Porac, J.F. 2004. Are more resources always better for growth? Resource stickiness in market and product expansion. Strategic Management Journal, 25: 1179-1197.
- Pollock, T.G. 2004. The benefits and costs of underwriters' social capital in the U.S. initial public offerings market. Strategic Organization, 2(4): 357-388.
- Fischer, H.M. & Pollock, T.G. 2004. Effects of social capital and power on surviving transformational change: The case of initial public offerings. Academy of Management Journal, 47: 463-481.
- Hayward, M.L.A., Rindova, V.P. & Pollock, T.G. 2004. Believing one's own press: The antecedents and consequences of chief executive officer celebrity. Strategic Management Journal, 25(7): 637-653.
- Pollock, T.G., Porac, J.F. & Wade, J.B. 2004. Constructing deal networks: Brokers as network 'architects' in the U.S. IPO market and other examples. Academy of Management Review, 29(1): 50-71.
- Pollock, T.G. & Rindova, V.P. 2003. Media legitimation effects in the market for initial public offerings. Academy of Management Journal, 46(5): 631-642.
- Carpenter, M.A., Pollock, T.G. & Leary, M.M. 2003. Governance, the experience of principals and agents, and global strategic intent: Testing a model of reasoned risk taking. Strategic Management Journal, 24: 803-820.  
*Reprinted in International Entrepreneurship*, edited by Benjamin M. Oviatt and Patricia Phillips McDougal, Edward Elgar Publishing, 2007.
- Pollock, T.G., Fischer, H.M. & Wade, J.B. 2002. The role of power and politics in repricing executive options. Academy of Management Journal, 45(6): 1172-1182.
- Pollock, T.G., Whitbred, R.C. & Contractor, N. 2000. Social information processing and job characteristics: A test and integration of two theories with implications for job satisfaction. Human Communication Research, 26(2): 292-330.

Porac, J.F., Wade, J.B. & Pollock, T.G. 1999. Industry categorizations and the politics of the comparable firm in CEO compensation. Administrative Science Quarterly, 44(1): 112-144.

Thomas, H. & Pollock, T. 1999. From I-O economics' S-C-P paradigm through strategic groups to competence-based competition: reflections on the puzzle of competitive strategy. British Journal of Management, 10(2): 127-140.

Thomas, H., Pollock, T.G. & Gorman, P. 1999. Global strategic analysis: frameworks and approaches. Academy of Management Executive, 13(1): 70-82.

Wade, J.B., Porac, J.F. & Pollock, T.G. 1997. Worth, words and the justification of executive pay. Journal of Organizational Behavior, 18: 641-664.

Wade, J.B., Porac, J.F., Pollock, T.G. & Meindl, J. 1997. Hitch your wagon to a CEO star? Testing two views about the pay, reputation and performance of top executives. Corporate Reputation Review, 1(1-2): 103-107.

### **REFEREED CONFERENCE PROCEEDINGS**

Lee, P.M., Pollock, T.G. & Jin, K. 2007. "Substance, symbolism and the 'signal strength' of venture capitalist prestige" Best Papers Proceedings, Academy of Management Annual Meeting, BPS Division.

Pollock, T.G., & Baker, T. 2005. Who's minding the store? Venture capitalist styles and the replacement of founder-CEOs. The Frontiers of Entrepreneurship Research, Proceedings of the Babson/Kauffman Entrepreneurship Research Conference, 403-415.

Pollock, T.G., Gulati, R. & Sadler, A. 2002. Relational and market-based legitimation of Internet IPOs. Best Papers Proceedings, Academy of Management Annual Meeting, BPS 11-16.

### **NON-REFEREED PUBLICATIONS**

Fund, B.R., Pollock, T.G., Baker, T. & Wowak, A. 2008. Who's the new kid? The process of becoming central in venture capitalist deal networks. In J.A.C. Baum & T.J. Rowley (Eds.) Advances in Strategic Management, 25: 565-596.

Porac, J.F., Mishina, Y. & Pollock, T.G. 2002. Entrepreneurial narratives and the dominant logics of high growth firms, in Anne Huff & Mark Jenkins (Eds.) Mapping Strategic Knowledge, Thousand Oaks, CA: Sage: 112-136.

Pollock, T.G. 2000. Interview with OMT distinguished scholar Howard Aldrich. OMT Newsletter, Fall. <http://www.aom.pace.edu/omt/newsletter/aldrichinterviewfall00.htm>

### **MANUSCRIPTS UNDER REVIEW**

Fund, B.R., Pollock, T.G. & Tsai, W. "Social capital transfer between individuals and organizations" *Under first review at Academy of Management Review*

Mishina, Y., Block, E.S., Johnson Sykes, B., & Pollock, T.G. "Why good firms do bad things: The effects of high aspirations, performance, reputation and visibility on the incidence of corporate illegality" *Under first review at Academy of Management Journal*

Pollock, T.G., Chen, G., Jackson, E.M. & Hambrick, D.C. "How much is enough? Assessing the value of multiple types of prestigious affiliates for young firms" *Under first review at Journal of Business Venturing*

Pollock, T.G., Baker, T. & Fund, B.R. "Dance with the one that brought you? Venture capital firms and the retention of founder-CEOs" *Under first review at Strategic Entrepreneurship Journal*.

Boivie, S., Graffin, S.D. & Pollock, T.G. "'Good' corporate governance characteristics as negative screening criteria in the director labor market" *Under first review at Administrative Science Quarterly*

## **WORKING PAPERS**

Lee, P.M., Pollock, T.G. & Jin, K. "Substance, symbolism and the value of venture capitalist reputation"

Baker, T., Pollock, T.G. & Sapienza, H. J. "Winning an unfair game: How a resource-constrained player uses bricolage to maneuver for advantage in a highly institutionalized field"

Pfarrer, M.D., Pollock, T.G. & Rindova, V.P. "The power of love? The effects of firm reputation and celebrity on earnings surprises and investors' reactions"

Fund, B.R. & Pollock, T.G. "Hero or Goat? Examining the interpretation and consequences of CEOs' extreme actions"

Mishina, Y., Pollock, T.G., Porac, J.F., Rao, H. & Wade, J.B. "Symbolic protests in delegitimizing attacks on organizations: The use of shareholder resolutions by corporate gadflies"

## **CONFERENCE PRESENTATIONS**

Pollock, T.G., Baker, T. & Fund, B.R. "Learning to Govern: Venture capital firms and the retention of founder-CEOs" to be presented at the Academy of Management Annual Meeting, Anaheim, CA, August, 2008.

Baker, T., Pollock, T.G. & Sapienza, H. J. "Winning an unfair game: How a resource-constrained player uses bricolage to maneuver for advantage in a highly institutionalized

- field" to be presented at the Academy of Management Annual Meeting, Anaheim, CA, August, 2008.
- Fund, B.R., Pollock, T.G., Baker, T. & Wowak, A. "Who's the new kid? The process of becoming central in venture capitalist deal networks" to be presented at the Academy of Management Annual Meeting, Anaheim, CA, August, 2008.
- Lee, P.M., Pollock, T.G. & Jin, K. "Substance, symbolism and the 'signal strength' of venture capitalist prestige" Presented at the Academy of Management Annual Meeting, Philadelphia, PA, August, 2007.
- Fund, B.R., Pollock, T.G., Baker, T. & Wowak, A. "Who's the new kid? The process of becoming central in venture capitalist deal networks." Presented at the Advances in Strategic Management Developmental Conference, Toronto, Ontario, May, 2007.
- Lee, P.M., Pollock, T.G. & Jin, K. "Substance, symbolism and the 'signal strength' of venture capitalist prestige" to be presented at the Smith Entrepreneurship Conference, University of Maryland, April, 2007.
- Wade, J.B., O'Reilly, C.A. & Pollock, T.G. "Overpaid CEOs and underpaid managers: Fairness and executive compensation" Presented at the INFORMS Annual Meeting, Pittsburgh, PA, November, 2006
- Pollock, T.G., Rindova, V.P. & Maggitti, P.G. "Market Watch: The Role of Media and Investor Information Cascades in the U.S. IPO Market" Presented at the INFORMS Annual Meeting, Pittsburgh, PA, November, 2006
- Pollock, T.G., Baker, T. & Fund, B.R. "Learning to Govern? Venture Capitalists and the Replacement of Founder-CEOs in IPO Firms" Presented at the Academy of Management Annual Meeting, Atlanta, GA, August, 2006
- Chen, G., Hambrick, D.C. & Pollock, T.G. "Puttin' on the Ritz: The Likelihood and Cost of Entrepreneurial Firms' Last-Minute Hiring of Prestigious Executives and Directors" Presented at the Academy of Management Annual Meeting, Atlanta, GA, August, 2006
- Pollock, T.G., Baker, T. & Fund, B.R. "Learning to Govern? Venture Capitalists and the Replacement of Founder-CEOs in IPO Firms" Presented at the London Business School Entrepreneurship Conference, London, England, May, 2006.
- Pollock, T.G., Baker, T. & Fund, B.R. "Learning to Govern? Venture Capitalists and the Replacement of Founder-CEOs in IPO Firms" Presented at the Smith Entrepreneurship Conference, University of Maryland, April, 2006.
- Pollock, T.G., Chen, G., Jackson, E.M. & Hambrick, D.C. "Symbolic Certification or Substantive Resources? Overtallying the Signaling Value of IPOs' Prestigious Affiliates" to be presented at the Academy of Management Annual Meeting, Honolulu, HI, August, 2005.

- Pollock, T.G., & Baker, T. "Who's Minding the Store? Venture Capitalist Styles and the Replacement of Founder-CEOs" to be presented at the Babson/Kauffman Entrepreneurship Research Conference, Wellesley, MA, June, 2005.
- Pollock, Timothy G., Violina P. Rindova & Patrick G. Maggitti "Market Watch: The Role of Media and Investor Information Cascades in the U.S. IPO Market" presented at the Academy of Management Annual Meeting New Orleans, LA, August, 2004.
- Rindova, Violina P. & Timothy G. Pollock "Celebrity Firms: The Social Construction of Market Popularity" presented at the Academy of Management Annual Meeting Seattle, WA, August, 2003.
- Fischer, Harald M. & Timothy G. Pollock "The Role of Human and Social Capital in the Survival of Initial Public Offerings" Presented at the Academy of Management Annual Meeting Denver, CO, August, 2002.
- Pollock, Timothy G., Ranjay Gulati & Anthony Sadler "Relational and Market-Based Legitimation of Internet IPOs" Presented at the Academy of Management Annual Meeting Denver, CO, August, 2002. *Included in the Best Papers Proceedings.*
- Mishina, Yuri, Timothy G. Pollock and Joseph F. Porac "Are More Resources Always Better for Growth? The Impact of Managerial Logics and Resource Slack on Short-Term Revenue Growth" Presented at the Academy of Management Annual Meeting Denver, CO, August, 2002.
- Carpenter, Mason, Timothy Pollock & Myleen Leary "Global Strategic Intent or False Signaling? The Reflection of Boards and Top Managers in the Global Strategies and Performance of IPO Firms" Presented at the Academy of Management Annual Meeting Washington, D.C., August, 2001.
- Pollock, Timothy, Harald Fischer & James Wade "The Politics of Repricing Executive Options" Presented at the Academy of Management Annual Meeting Washington, D.C., August, 2001.
- Mishina, Yuri, Timothy Pollock, Joseph Porac, Hayagreeva Rao & James Wade "Symbolic Protest in Delegitimizing Attacks on Organizations: The Use of Shareholder Resolutions by Corporate Gadflies" Presented at the Institutions, Conflict & Change Conference, Evanston, IL, December, 2000.
- Pollock, Timothy, Harald Fischer & James Wade "The Politics of Repricing Executive Options" Presented at the Strategic Management Society Annual Meeting Vancouver, BC, November, 2000.
- Mishina, Yuri, Timothy Pollock and Joseph Porac "Antecedents of Entrepreneurial Growth: The Effects of Growth Logics, Resource Slack, and Environmental Munificence" Presented at the Strategic Management Society Annual Meeting Vancouver, BC, November, 2000.

Carpenter, Mason, Timothy Pollock & Myleen Leary "The Roles of Top Management Team and Director Characteristics in New Venture Globalization and IPO Performance" Presented at the Association for International Business annual conference, Phoenix, AZ, November, 2000.

Mishina, Yuri, Timothy Pollock, Joseph Porac, Hayagreeva Rao & James Wade "Shareholder Activism as Symbolic Voice: The Effect of Managerial and Organizational Characteristics on the Incidence of Shareholder Resolutions" Presented at the Annual Academy of Management Meeting, Toronto, Canada, August, 2000.

Pollock, Timothy "Reputation, Embeddedness and the Power of Investment Banks as Transaction Intermediaries in the Market for Initial Public Offerings" Presented at the Annual Academy of Management Meeting, Toronto, Canada, August, 2000. *Winner of the Lou Pondy Award for best paper based on dissertation research.*

Pollock, Timothy & Violina Rindova "Information Brokers in the Market for Initial Public Offerings: The Role of the Media and Analysts in IPO Valuation" Presented at the Babson/Kauffman Entrepreneurship Research Conference, Boston, MA, June, 2000.

Mishina, Yuri, Timothy Pollock and Joseph Porac "Antecedents of Entrepreneurial Growth: The Effects of Growth Logics, Resource Slack, and Environmental Munificence" Presented at the Babson/Kauffman Entrepreneurship Research Conference, Boston, MA, June, 2000.

Carpenter, Mason, Timothy Pollock & Myleen Leary "The Roles of Top Management Team and Director Characteristics in New Venture Globalization and IPO Performance" Presented at the Babson/Kauffman Entrepreneurship Research Conference, Boston, MA, June, 2000.

Pollock, Timothy & Violina Rindova "Information Brokers in the Market for Initial Public Offerings: The Role of the Media and Analysts in IPO Valuation" Presented at the Institutions, Conflict, & Change Workshop, Evanston, IL, December, 1999.

Mishina, Yuri, Timothy Pollock, Joseph Porac & S. Michael Camp "Entrepreneurial Narratives and the Dominant Logics of High Growth Firms." Presented at the Babson/Kauffman Entrepreneurship Research Conference, Columbia, SC, May, 1999.

Pollock, Timothy, Joseph Porac & James Wade "Weaving the Social Fabric of the IPO Market: Integrating Organizational and Financial Theory" Presented at the Institutions, Conflict, & Change Workshop, Evanston, IL, December, 1998.

Wade, James, Joseph Porac, Timothy Pollock & James Meindl "CEO Reputations and Their Relationship to Company Performance." Presented at the Strategic Management Society Annual Meeting, Orlando, FL, November, 1998.

- Porac, Joseph & Timothy Pollock "The Use of Textual Data Analysis in the Study of High Growth Firms" Presented at the Annual Meeting of the Academy of Management (Entrepreneurship Division), San Diego, CA, August, 1998
- O'Reilly, Charles, James Wade & Timothy Pollock "Overpaid CEOs and Underpaid Managers: Equity and Executive Compensation." Presented at the American Compensation Association Academic Research Conference, Key West, FL, March, 1998.
- Pollock, Timothy, Robert Whitbred & Noshir Contractor "Social Information Processing and Job Characteristics: A Test and Integration of Two Theories with Implications for Job Satisfaction." Presented at the Annual Speech Communication Association Meeting, Chicago, IL, November, 1997.
- Pollock, Timothy "Risk, Reputation and Interdependence in the Market for Initial Public Offerings: Embedded Networks and the Construction of Organizational Value," Presented at the INFORMS Fall Meeting, Dallas, TX, October, 1997.
- Wade, James, Joseph Porac & Timothy Pollock "Worth, Words and the Justification of Executive Pay," Presented at the Annual Meeting of the Academy of Management (OMT Division), Boston, MA, August, 1997.
- Wade, James, Joseph Porac, Timothy Pollock & James Meindl "Big Money and the Star CEO: A Look at the Pay, Reputation and Performance of America's Corporate Chieftains," Presented at the Annual Meeting of the Academy of Management (OMT Division), Boston, MA, August, 1997.
- Pollock, Timothy, Joseph Porac & Leann Mischel "Entrepreneurial Dominant Logics and Their Relationship to Organizational Growth," Presented at the Babson/Kauffman Conference on Entrepreneurship, Boston, MA, April, 1997.
- Wade, James, Joseph Porac, Timothy Pollock & James Meindl "Big Money and the Star CEO: A Look at the Pay, Reputation and Performance of America's Corporate Chieftains," Presented at the NYU Conference on Corporate Reputation, Image and Competitiveness, New York, NY, January, 1997.
- Pollock, Timothy "When It's Time to Change: Peer Group Selection as a Response to Changes in Corporate Performance," Presented at the Annual Meeting of the Academy of Management (BPS Division), Cincinnati, OH, August, 1996.
- Wade, James, Timothy Pollock & Joseph Porac "CEO Compensation and the Problem of the Comparable Firm," Presented at the Annual Meeting of the Academy of Management (OMT Division), Cincinnati, OH, August, 1996.
- Pollock, Timothy, Robert Whitbred & Noshir Contractor "Social Information Processing, Job Characteristics and Disposition: A Test and Integration of Competing Theories of Job Satisfaction," Presented at the 16th Annual International Sunbelt Social Network Conference, Charleston, SC, February, 1996.

Wade, James, Timothy Pollock & Charles O'Reilly, III "CEO Pay and Trickle-down Economics: The Effect of CEO Pay Equity on Employees," Presented at the Annual Meeting of the Academy of Management (HR Division), Vancouver, BC, August, 1995.

Pollock, Timothy "Closeness, Overlap and Duration: External Influence and Intraorganizational Decision Making," Presented at the Midwest Division of the Academy of Management 38th Annual Conference, St. Louis, MO, April, 1995.

Pollock, Timothy "Closeness, Overlap and Duration: External Influence and Intraorganizational Decision Making," Presented at the Seventh Annual Organizational Communication Mini-Conference, Lawrence, KS, October, 1994.

### **INVITED PRESENTATIONS**

Pollock, T.G., Baker, T. & Fund, B.R. "Learning to Govern? Venture Capitalists and the Replacement of Founder-CEOs in IPO Firms" presented at Dartmouth College, Amos Tuck School of Business, Hanover, NH, March, 2007.

Pollock, T.G., Baker, T. & Fund, B.R. "Learning to Govern? Venture Capitalists and the Replacement of Founder-CEOs in IPO Firms" presented at Temple University, Fox School of Business Lecture Series, Philadelphia, PA, September, 2006.

Pollock, T.G. "What you see depends on where you sit: The role of institutional investors in governance and corporate risk taking" presented at the Pennsylvania Association of Public Employee Retirement Systems Forum, Harrisburg, PA, April, 2005.

Pollock, T.G. & Gulati, R. "Say it Again: The Cumulative Effects and Durability of Achievement and Endorsement Signals on Alliance Formations by Entrepreneurial Firms" presented at the Queens School of Business Lecture Series, Kingston, Ontario, November, 2004.

Pollock, T.G., Rindova V.P & Maggitti, P.G. "Information Cascades, Information Intermediaries, and Post-IPO Market Performance" presented at the Emory University, Goizueta School of Business Hightower Distinguished Lecture Series, Atlanta, GA, October, 2003.

Carpenter, M.A., Pollock, T.G. & Leary, M.M. "Governance, the Experience of Principals and Agents, and Global Strategic Intent: Testing a Model of Reasoned Risk Taking" Presented at the Utah/BYU Winter Strategy Conference, Salt Lake City, UT, March, 2003.

Fischer, H.M. & Pollock, T.G. "Sociopolitical Transformational Shields and IPO Firm Survival" Presented at the Purdue University Speaker Series, West Lafayette, IN, February, 2003.

Mishina, Y., Pollock, T.G. & Porac, J.F. "Antecedents of Entrepreneurial Growth: The Effects of Growth Logics, Resource Slack, and Environmental Munificence" Invited Presentation at Northwestern University, February, 2000.

### **ACADEMIC HONORS AND AWARDS**

Academy of Management Journal Outstanding Reviewer Award for 2003-2004  
Winner, 2002 Mabel W. Chipman Teaching Excellence Award, UW-Madison  
Keynote Speaker - Weinert Center for Entrepreneurship 2001 Spring Banquet  
Winner, 2000 Lou Pondy Award for Best Paper based on Dissertation Research, from the OMT Division of the Academy of Management  
Runner-Up, 2000 UW-Madison MBA Professor of the Year  
ABCD [Above and Beyond the Call of Duty] award from the OMT Division of the Academy of Management in 1999 for outstanding reviewing efforts  
Winner, 1997 INFORMS/Organization Science Dissertation Proposal Competition  
Selected Participant, OB/OD/OMT Doctoral Consortium, Academy of Management, 1997  
Selected Participant, Entrepreneurship Doctoral Consortium, Academy of Management, 1996  
The University of Texas Dean's Award for Academic Excellence  
The University of Texas Sord Scholar Award  
Northern Illinois University Department of Finance Financial Institutions in Risk Management Award  
Phi Kappa Phi Honor Society  
Mortar Board Senior Honor Society  
Beta Gamma Sigma Business Honor Society  
Alpha Lambda Delta Freshman Honor Society

### **FELLOWSHIPS & SCHOLARSHIPS**

Harry Gray Fellowship - University of Illinois 1993-1994  
Northern Illinois University Forensics Scholarship 1987-88  
Drake University Presidential Freshman Scholarship 1984

### **PROFESSIONAL ASSOCIATIONS**

Academy of Management  
INFORMS  
Strategic Management Society

### **EDITORIAL BOARDS AND REVIEWING ACTIVITIES**

Editorial Board, Academy of Management Journal, 2003-present  
Editorial Board, Administrative Science Quarterly, 2006-present  
Editorial Board, Strategic Organization, 2006-present  
Editorial Board, Academy of Management Review, 2005-2008  
Editorial Board, Organization Science, 2004-2006  
Ad Hoc Reviewer for American Sociological Review  
Ad Hoc Reviewer for Strategic Management Journal

Ad Hoc Reviewer for Organization Science  
Ad Hoc Reviewer for Journal of Management  
Ad Hoc Reviewer for Human Communication Research  
Ad Hoc Reviewer for Journal of Business Venturing  
Ad Hoc Reviewer for Research Policy  
Ad Hoc Reviewer for British Journal of Management

### **PROFESSIONAL SERVICE ACTIVITIES**

Representative-at-Large, OMT Division of the Academy of Management, 2006-present  
- Organizer, OMT/ MOC doctoral Consortium, 2008  
- Assistant Organizer, OMT/ODC/MOC doctoral Consortium and Organizer, Editor's Panel, 2007  
Executive Committee, College of Organization Science Division of INFORMS, 2006-present  
- Program Chair, Conference within a Conference, INFORMS Annual Meeting, 2007  
- Chair, OS Dissertation Proposal Competition, 2006  
Panelist, BPS Mid-Career Workshop, Academy of Management Meeting, 2008  
Panelist, BPS New Faculty Consortium, Academy of Management Meeting, 2006  
Member, Research Committee, Entrepreneurship Division of the Academy of Management, 2005-2007  
Member, Selection Committee, Academy of Management Review Best Paper of 2005  
Panelist, OMT/ODC/MOC Doctoral Consortium, Academy of Management Meeting, 2004  
Judge, Finals of the 2003 Organization Science Dissertation Proposal Competition  
Reviewer for the Organization Science Dissertation Proposal Competition 1998-present  
Reviewer for Academy of Management Annual Meetings, OMT Division  
Reviewer for Academy of Management Annual Meetings, TIM Division  
Discussant, Academy of Management Annual Meeting, 2001 (BPS), 2003 (OMT)  
Session Chair, Academy of Management Annual Meeting, 2000 (OMT)

### **PROFESSIONAL SERVICE ACTIVITIES - UNIVERSITY**

Penn State M & O Department Doctoral Student Comprehensive Exam Coordinator 2008  
Penn State M & O Department Doctoral Student Recruiting Committee 2007  
Penn State M & O Department Faculty Recruiting Committee 2006  
Penn State Smeal Competitive Research Grant Committee 2005-07  
Penn State Smeal New Product Development Committee 2005  
Penn State Departmental Faculty Advisory Committee 2005, 2008  
Penn State Department HR/OB Hiring Committee 2004-05  
Penn State Smeal Entrepreneurship Center Director Hiring Committee 2004  
UM Smith School Portal Review Committee 2003  
UM M&O Department Doctoral Student Selection Committee 2003, 2004  
UM M&O Department Strategic Planning Committee 2003, 2004  
UM M&O Department Strategy Hiring Committee 2002, 2003-04  
UW-Madison School of Business Undergraduate Curriculum Committee 1998-2001  
UW-Madison MHR Department Curriculum Committee 2000-2002  
UW-Madison MHR Department New Faculty Recruiting and Hiring Committee 1998-2000  
Weinert Center for Entrepreneurship Search Committee for a Faculty Associate 1999-2000

U of I Department of Business Administration Graduate Studies Committee 1996-1998  
U of I Department of Business Administration Graduate Student Advisory Council 1995-1996  
University of Illinois Speech Team, Assistant Coach 1994-1995

### **DISSERTATION COMMITTEES**

Dissertation Committee of Kristin Price (Management - Penn State)  
Dissertation Committee of Arijit Chatterjee (Management - Penn State)  
Dissertation Committee of Kwangho Kim (Management - Penn State)  
Dissertation Committee of Jaime Harris (Sociology - Penn State)  
Dissertation Committee of Meghan Pfeiffer (Higher Education - Penn State)  
Dissertation Committee (Chair) of Bret Fund (Management - Penn State 2008 Graduate)  
Dissertation Committee of Guoli Chen (Management - Penn State 2008 Graduate)  
Dissertation Committee of Craig Crossland (Management - Penn State 2008 Graduate)  
Dissertation Committee of Chris Scheitle (Sociology - Penn State 2008 Graduate)  
Dissertation Committee of Janine Spears (Supply Chain - Penn State 2007 Graduate)  
Dissertation Committee of Mike Pfarrer (Management - Maryland 2007 Graduate)  
Dissertation Committee of Harald M. Fischer (Management -Wisconsin 2004 Graduate)  
Dissertation Committee of Myleen Leary (Management -Wisconsin 2003 Graduate)  
Dissertation Committee of Steve Musatko (Accounting -Wisconsin 1999 Graduate)  
Dissertation Committee of Siok Kuan Tambyah (Marketing -Wisconsin 1999 Graduate)

### **COURSES TAUGHT**

#### **Penn State University**

MGMT 597I - Power and Influence in Organizations (MBA)  
BA 571 - Strategic Management (MBA & EMBA)  
MGMT 538 - Seminar in Organization Theory (PhD)  
MGMT 591 - Organizational Research Design (PhD)  
MGMT 497F - Managing a Start-up (Undergraduate)

#### **University of Maryland**

BUSI 690 – Strategic Management (MBA, Full-Time and Evening)  
BMGT 808L - Organization Theory (PhD)

#### **University of Wisconsin-Madison**

MHR 423 – Strategic Management (Undergraduate)  
MHR 713 – Business Strategy (MBA)  
MHR 726 – Power and Politics in Organizations (MBA)  
MHR 870 - Interdisciplinary Studies in Strategic Management (PhD)

### **RESEARCH GRANTS**

Timothy Pollock (Principal Investigator) \$1,200, *What Do You Do when the VC Money Doesn't Come?* Smeal College of Business Research Grant Competition, October, 2006.

Timothy Pollock (Principal Investigator) \$1,400, *Empirical Study of Firm Celebrity*, Smeal College of Business Research Grant Competition, October, 2005.

Timothy Pollock & Harald Fischer (Principal Investigators) \$10,378, *The Role of Human and Social Capital in the Survival of IPOs*, UW-Madison School of Business Research Funding Competition, April, 2001

Timothy Pollock (Principal Investigator) \$1,500, *Information Mediators in the Market for Initial Public Offerings: The Role of the Media and Financial Analysts in IPO Valuation*, UW-Madison School of Business Research Funding Competition 2000

Timothy Pollock and Violina Rindova (Principal Investigators) \$22,000, *Information Mediators in the Market for Initial Public Offerings: The Role of the Media and Financial Analysts in IPO Valuation*, Ewing Marion Kauffman Foundation, 1999.

Timothy Pollock & Harald Fischer (Principal Investigators) \$15,000, *The Politics and Justification of Repricing Executive Options* UW-Madison School of Business Research Funding Competition 1999

Timothy Pollock (Principal Investigator) \$5,000, *Kauffman Foundation Content Analysis Category Identification Project* Ewing Marion Kauffman Foundation 1998

Joseph Porac & Timothy Pollock (Principal Investigators) \$25,000, *Entrepreneurial Dominant Logics and their Relationship to Organizational Growth* Ewing Marion Kauffman Foundation 1996-1997

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