

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

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 adopt a behavioral approach to strategic management research, focusing on the mechanisms that enable organizations to harness stakeholder involvement in the value transformation process. My research draws on (and contributes to) a variety of theoretical perspectives and research traditions—including institutional theory, stewardship theory, and stakeholder theory—to examine the tactics organizations adopt to build transparent, trustworthy, and legitimate stakeholder relationships. I use content analysis, set-theoretic methods, and other qualitative and quantitative approaches to study these topics.

REFEREED JOURNAL ARTICLES (5):

Schnackenberg, A. K., Tomlinson, E., & Coen, C. 2021. The dimensional structure of transparency: A construct validation of transparency as disclosure, clarity, and accuracy in organizations. *Human Relations*. 74(10), 1628-1660.

Tomlinson, E., *Schnackenberg, A. K., Dawley, D., & Ash, S.* 2020. Revisiting the trustworthiness-trust relationship: Exploring the differential predictors of cognition- and affect-based trust. *Journal of Organizational Behavior*. 41(6), 535–550.

Schnackenberg, A. K., Bundy, J., Coen, C., & Westphal, J. 2019. Capitalizing on categories of social construction: A review and integration of organizational research on symbolic management strategies. *Academy of Management Annals*, 13(2), 375-413.

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.

BOOK CHAPTERS IN EDITED VOLUMES (2):

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 (2):

Schnackenberg, A. K., Sharma, G., & Earl, A. Wayfinding: Navigating operational uncertainty via organizational controls. *R&R at Strategic Organization*.

Tomlinson, E. & *Schnackenberg, A. K.* Disentangling the complexities of developing managerial trust through transparency. *R&R at the Journal of Trust Research*.

MANUSCRIPTS IN PROGRESS (5):

Schnackenberg, A. K. Welding the Iron Cage: How actors use artifacts in institutional work. Finalizing for submission to *Administrative Science Quarterly*.

Schnackenberg, A. K., Acharya, A., & Pfarrer, M. Substitutes or complements? Exploring legitimacy prototypes in legally contested industries. Finalizing for submission to the *Academy of Management Journal*.

Bergh, D., Sharp, B., Li, L., *Schnackenberg, A. K., Kim, S., & Seaborn, P.* Testing for bias and errors to guide replication research: Insights from high impact and recent articles. Finalizing for submission to the *Academy of Management Learning & Education*.

Schnackenberg, A. K., Harris, M., Panamaroff, J., Reilly, C., Sankar, L., & Scally, S. Clearing opacity: How leadership transparency affects trust and technology adoption during organizational change. Finalizing for submission to *Organization Science*.

Withers, M., Nalick, M., Schnackenberg, A. K., & Bundy, J. Creating organizational folk devils: The influence of moral panic on organizational misconduct and stigma. Targeted for submission to the *Academy of Management Review*.

REFEREED ACADEMIC PRESENTATIONS (22):

Webster, B., Wallace, C., Schnackenberg, A., & Paul, J. 2019. *Justice climate, unit-level attitudes and performance: A meta-analytic examination*. Presented at the annual Academy of Management (AOM) meeting, Boston, MA.

Schnackenberg, A. K. & Acharya, A. 2018. *The legitimacy-legality nexus of industries: Media legitimacy and changes in the legal landscape of medical marijuana and payday loans in the U.S.* Presented at the annual European Group for Organizational Studies (EGOS) conference, Tallinn, Estonia.

Schnackenberg, A. K. & Acharya, A. 2018. *The legitimacy-legality nexus of industries: Media legitimacy and changes in the legal landscape of medical marijuana and payday loans in the U.S.* Presented at the annual Academy of Management (AOM) meeting, Chicago, IL.

Bergh, D. Sharp, B., Li, L., Schnackenberg, A., Kim, S., & Seaborn, P. 2018. *The Presence of Scientific Apophenia and Statistical Errors in the Management Field's Most Impactful Articles*. Presented at the annual Strategic Management Society (SMS) meeting, Paris, France.

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).

AWARDS:

- 2020 Daniels College of Business Emerging Scholar Award Winner
- 2014 Weatherhead PhD Student Outstanding Research Winner
- 2012 Organization Science/INFORMS Dissertation Proposal Competition (Finalist)

TEACHING EXPERIENCE:

Responsibility for course development, teaching and grading

- University of Denver:
 - Executive Ph.D. Applied Research Practicum
 - 2019, 2020
 - Business Policy and Strategy (MGMT 3800)
 - Winter 2016, Spring 2016, Fall 2016, Spring 2018
 - Leading Self (MGMT 4202)
 - Fall 2017, Fall 2018, Fall 2019, Fall 2020
 - Leading High-Performance Organizations (MGMT 2100)
 - Winter 2018, Spring 2018, Fall 2018, Winter 2019, Fall 2019, Fall 2020, Winter 2020
- American University:
 - Global Corporate Citizenship (MGMT 201)
 - Fall 2014, Spring 2015
- Case Western Reserve University:
 - Human Values in Organizations (MGMT 413)
 - Fall 2011

DISCIPLINARY SERVICE:

Editorial Review Board, *Academy of Management Review*, 2017 ~ 2020, 2020 ~

Ad Hoc Reviewer (Journals)

- Academy of Management Journal, 2017 ~
- Academy of Management Review, 2014 ~
- Journal of Management, 2015 ~
- Journal of Business Venturing, 2015 ~
- Journal of Business Research, 2016 ~
- Organization Studies, 2016 ~

Ad Hoc Reviewer (Conferences)

- Academy of Management meetings (OMT, BPS, and OB divisions), 2009 ~
- Strategic Management Society meetings, 2015 ~
- EGOS meetings, 2017 ~ 2018

Panelist

- Academy of Management Professional Development Workshops
 - AMR: Writing Theoretical Papers – A Workshop from the Editors, 2017 ~ 2019
 - Exemplar Dissertation Proposals: Tips from INFORMS Dissertation Proposal Contest Winners & Finalists, 2015 ~ 2017

PROFESSIONAL ASSOCIATIONS:

Academy of Management (OMT, BPS, and OB divisions), 2009 ~

Strategic Management Society (Behavioral Strategy and Stakeholder Strategy divisions), 2014 ~

SELECTED MEDIA APPEARANCES:

- [NASDAQ](#), [Worcester Business Journal](#), [Fox 31](#), [Denver 7](#), [Colorado Concern](#), [The Cannabist](#), [Investor Place](#)

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