
Maria B. Gondo, Ph.D.

Associate Professor of Management

Academic Background

Ph.D. University of Memphis, Memphis, Tennessee, Strategic Management, 2009

M.B.A. University of Tennessee at Chattanooga, Chattanooga, Tennessee, 2002

B.S. University of Tennessee at Chattanooga, Chattanooga, Tennessee, 1998

Academic Experience

Associate Professor, University of Mississippi (2017 - Present), Oxford, Mississippi.

Assistant Professor, University of Mississippi (August, 2013 - 2017), Oxford, Mississippi.

Assistant Professor, University of New Mexico (August, 2009 - July, 2013), Albuquerque, New Mexico.

Instructor, University of Memphis (2006 - 2008), Memphis, Tennessee.

Research Assistant, University of Memphis (2009 - 2004), Memphis, Tennessee.

Instructor, University of Tennessee at Chattanooga (2002 - 2004), Chattanooga, Tennessee.

Refereed Articles

Vardaman, J., Taylor, S., Allen, D., Gondo, M. B., & Amis, J. (2015). Translating Intentions to Behavior: The Interaction of Network Structure and Behavioral Intentions in Understanding Employee Turnover. *Organization Science*, 26(4) (1177), 1191.

Vardaman, J. & Gondo, M. B. (2014). Socioemotional wealth conflict in family firms. *Entrepreneurship Theory and Practice*, 38 (6), 1317-1322.

Vardaman, J., Gondo, M. B., & Allen, D. (2014). Ethical climate and pro-social rule breaking in the workplace. *Human Resource Management Review*, 24 (1), 108-118.

Vardaman, J., Cornell, P., Allen, D., & Gondo, M. B. (2013). Part of the job: The role of work conditions in the turnover process. *Health Care Management Review*, 39 (2), 164-173.

Gondo, M. B. & Amis, J. M. (2013). Patterns of Discourse in the Diffusion of Practices. *Academy of Management Review*, 38, 229-247.

Gondo, M. B., Patterson, K., & Trujillo, S. (2013). Mindfulness and the Development of a Readiness to Change. *Journal of Change Management*, 13, 36-51.

Vardaman, J., Cornell, P., Gondo, M. B., & Amis, J. M. (2012). Beyond communication: The role of standardized protocols in a changing health care environment. *Health Care Management Review*, 37, 88-97.

Book Chapters

Non-Refereed

Gondo, M. B., Amis, J., & Vardaman, J. (2010). Case within a case. *The Sage Encyclopedia of Case Study Research*. Sage.

Vardaman, J., Amis, J., & Gondo, M. (2010). Real Time Cases. *The Sage Encyclopedia of Case Study Research*. Sage.

Refereed Proceedings

Abstract Only

Gondo, M. B., Amis, J., Janz, B., & Vardaman, J. (2013). The Paradox of Fit: How Perceptions of Fit Impede Organizational Change. *Academy of Management Annual Meeting*.

Vardaman, J., Allen, D., Taylor, S., & Gondo, M. (2012). Turnover Intentions and Voluntary Turnover: The Moderating Role of Network Centrality. *Academy of Management Annual Meeting*.

Working Papers

Gondo, M. B. & Fairclough, S. (2016). "Institutional Disruption Work: A Meso-Level Investigation."

Gondo, M. B. & Gigliotti, R. (2016). "Mattering Consistently: The Process of Strategy Emerging,," targeted for Human Relations.

Gondo, M. B., Amis, J., Janz, B., & Vardaman, J. (2016). "The Paradox of Fit: The Role of Breakdowns and Fine-Tuning in Change Processes," targeted for Strategic Management Journal.

Fairclough, S. & Gondo, M. B. (2014). "Practice makes prejudice? The strategic deconstruction of tradition and symbol,," targeted for Strategic Management Journal.

Fairclough, S. & Gondo, M. B. (2014). "Retiring the Colonel and the flag: The work of disrupting institutionalized visual artifacts," targeted for EGOS.

Gondo, M. B., Vardaman, J., & Amis, J. (2012). "Institutional Change without Theorization: The Microfoundations of Transformation.."

Gondo, M. B., Amis, J., Janz, B., & Vardaman, J. (2012). "Elaborating Change: The (Re)Production of a Legitimate Practice.."

Gondo, M. B., Amis, J., Janz, B., & Suddaby, R. (2012). "Sequencing the Strategy Implementation Process. Targeted for."

Presentation of Refereed Papers

International

Robert, G. & Gondo, M. B. (2018). *The Object of their Eyes: The Boundary Setting Role of Materiality in Strategy Making*. Western Academy of Management, Salt Lake City, Utah.

Gondo, M. B. & Amis, J. M. (2017). . *Making it Work: Implementing a Planned Change*. Advanced Workshop on Practice-Based Studies, Coventry, England.

Fairclough, S. & Gondo, M. B. (2016). *Emotions and institutional disrupting work: A meso-level investigation*. EGOS, Naples, Italy.

Gigliotti, R. & Gondo, M. B. (2016). *Mattering Consistently: The Process of Strategy Emerging*. International Symposium on Process Organization Studies, Corfu, Greece.

Randerson, K. & Gondo, M. B. (2016). *Family Entrepreneurship reaching out: an innovation lab PDW*. Academy of Management Meeting, Anaheim, California.

- Fairclough, S., Gondo, M. B., & Achee, L. (2014). *Retiring the Colonel and the flag: The work of disrupting institutionalized visual artifacts*. EGOS, Rotterdam, Netherlands.
- Gondo, M. B., Amis, J., Achee, L., & Janz, B. (2014). *Making it work: The role of different rationalities in adjusting routine performances*. International Symposium on Process Organization Studies, Rhodes, Greece.
- Gondo, M. B., Amis, J., Janz, B., & Vardaman, J. (2013). *The Paradox of Fit: How Perceptions of Fit Impede Organizational Change*. Academy of Management Annual Meeting, Orlando, Florida.
- Gondo, M. B., Amis, J., Janz, B., & Vardaman, J. (2013). *Elaborating Change: The (Re)Production of a Legitimate Practice*. Western Academy of Management, Santa Fe, New Mexico.
- Singh, K., Amis, J., & Gondo, M. B. (2012). *Problem recognition and organizational learning - A process model*. Southern Management Association, Ft. Lauderdale, Florida.
- Vardaman, J., Allen, D., Taylor, S., & Gondo, M. B. (2012). *Turnover Intentions and Voluntary Turnover: The Moderating Role of Network Centrality*. Academy of Management Annual Meeting, Boston, Massachusetts.
- Vardaman, J., Cornell, P., Gondo, M. B., & Allen, D. (2012). *The place makes the place, too: The role of working conditions in the turnover process*. Southern Management Association, Ft. Lauderdale, Florida.
- Vardaman, J., Gondo, M. B., Cavazos, D., & Van de Graff Randolph, R. (2012). *Image is everything: Variation in performance hazard risk in franchised and non-franchised family firms*. Family Enterprise Research Conference, Montreal, Canada-Quebec.
- Vardaman, J., Amis, J., Wright, P., Dyson, B., & Gondo, M. B. (2011). *Re-structuring the institutional architecture: Institutional control and the change process*. Academy of Management Annual Meeting, San Antonio, Texas.
- Gondo, M. B. & Amis, J. (2010). *Overcoming Routine Threats: Towards a Revised Understanding of the Barriers to Legitimate Practice Enactment*. Academy of Management Annual Meeting, Montreal, Canada-Quebec.
- Gondo, M. B. & Amis, J. (2010). *Institutional Work as Elaboration: The Adoption of a Legitimate Practice*. International Conference on Institutions and Work, Vancouver, Canada-British Columbia.
- Vardaman, J., Amis, J., & Gondo, M. B. (2010). *Institutional Change without Theorization: The Microfoundations of Transformation*. EGOS, Lisbon, Portugal.
- Vardaman, J. & Gondo, M. B. (2010). *Unlocking the black box: An institutional model of strategic HR*. Southern Management Association, St. Petersburg, Florida.
- Gondo, M. B., Amis, J., & Janz, B. (2009). *Sequencing the Strategy Implementation Process*. Innovation, Space and Institutions Conference, Edmonton, Canada-Alberta.
- Gondo, M. B., Amis, J., & Janz, B. (2009). *(Re)Producing Institutions: Meaning Construction in the Implementation of a Legitimate Template*. Academy of Management Annual Meeting, Chicago, Illinois.
- Gondo, M. B., Amis, J., Janz, B., & Hennington, A. (2008). *Practices their Meanings and Strategic Change*. INFORMS, DC, District of Columbia.
- Gondo, M. B., Amis, J., Hennington, A., & Janz, B. (2007). *The Enactment of Strategic Change*. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.
- Gondo, M. B., Pholer, D., & Mukherjee, D. (2007). *The Role of the Human Resource Managers in Strategic Change*. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.
- Gondo, M. B. & Amis, J. (2007). *Realizing Radical Change: The Process of Theorization*. Cornell-McGill Conference on Institutions and Entrepreneurship, Ithaca, New York.
- Vardaman, J., Amis, J., & Gondo, M. B. (2007). *Translating institutional logics: A sensemaking perspective on policy implementation*. Academy of Management Annual Meeting, Anaheim, California.

- Amis, J., Gondo, M. B., Janz, B., & Hennington, A. (2006). *The Pacing and Sequencing of Organizational Change*. Academy of Management Annual Meeting, Atlanta, Georgia.
- Gondo, M. B. & Amis, J. (2006). *Understanding Radical Organizational Change: An Activity-Based View*. Academy of Management Annual Meeting, Atlanta, Georgia.
- Gondo, M. B. (2006). *Using Institutional Theory to Understand Organizational Change: A Micro Perspective*. Academy of Management Meeting, ODC Division Doctoral Consortium, Lyon, France.
- Gondo, M. B. & Amis, J. (2006). *Linking Contextual factors and micro-activities during radical organizational change*. American Society of Business and Behavioral Sciences, Las Vegas, Nevada.
- Ma, R., Gondo, M. B., Amis, J., & Hu, T. (2006). *Culture change in global outsourcing partnerships*. Academy of Management Annual Meeting, Atlanta, Georgia.
- Mukherjee, D., Billings, T., & Gondo, M. B. (2006). *Leadership Capabilities and Virtual Team Phases: A Proposed Research Framework*. Southern Management Association, Clearwater, Florida.

Research Honors and Awards

Award

- 2013: Best Overall Paper, Western Academy of Management.
- 2013: Best Paper in Track, Academy of Management Annual Meeting.
- 2012: Best Paper in Track, Southern Management Association.
- 2006: Best Doctoral Student Paper, Southern Management Association.

Other Research Activities

Basic or Discovery Scholarship

- 2008: Gondo, M. B., Cornell, P., Amis, J., & Vardaman, J., Improving Communication and Collaboration between Nurses and Doctors.
- 2008: Gondo, M. B., Janz, B., & Nicholas, E., FedEx Center for Health Care Management & Baptist Health Care Institute.

Service to the University

University of Mississippi

Department Assignments

Chair:

- 2017-2018: Department Chair Hiring Committee
- 2017-2018: Entrepreneurship Hiring Committee

Coordinator:

- 2016-2017: Management PhD Program

Member:

- 2017-2018: Strategy Hiring Committee

2017-2018: Strategy Hiring Committee

2017-2018: Gabby Swab

2016-2017: Strategy

2014-2015 – 2015-2016: Hiring Committee - Strategic Management

2014-2015: Jennifer Palar

Workshop:

2015-2016: Workshops for PhD students

College Assignments

Assurance of Learning - Institutional Service:

2017-2018: Coordinator for AOL 493

2016-2017: AOL 493 Coordinator

Member:

2014-2015 – 2017-2018: Strategic Planning Committee

Workshop:

2013-2014: Innovation Bootcamp

Member:

2015-2016: Served as a judge and/or facilitator for various CIE events

2014-2015: Center for Innovation and Entrepreneurship Committee

University Assignments

Member:

2016-2017: Hiring - Vice Chancellor of Diversity and Inclusion

Other Institutional Service Activities:

2016-2017 – 2017-2018: Library Committee

2015-2016: Represented the School of Business on a trip to China with the Office of Global Engagement

Dissertation Assignments

Chair:

2017-2018: Robert Gigliotti

Service to the Profession

Academic Conference: Moderator / Facilitator

2017 – 2018: Academy of Management Conference, Chicago, Illinois.

Board Member: Advisory Board

2014 – 2015: Journal of Management Inquiry.

Board Member: PRJ Editorial Review Board

2016 – 2017: Journal of Management Inquiry.

Reviewer: Ad Hoc Reviewer for a Journal

2018: Organization Studies.

2017: Academy of Management Journal.

2017: Academy of Management Review.

2015 – 2016: Entrepreneurship Theory and Practice.

2014 – 2015: Academy of Management Journal.

2014 – 2015: Academy of Management Review.

2014 – 2015: Organization Science.

2014: Journal of Management Inquiry.

2013: Journal of Change Management.

2013: Organization Studies.

2011: Qualitative Research in Organization and Management.

2011: Journal of Managerial Studies.

Reviewer: Conference Paper

2017: Academy of Management Meeting.

2014 – 2015: Academy of Management Annual Meeting.

2013: Southern Management Association.

Faculty Development

Other Professional Development

2016: Academy of Management Meeting, Anaheim, California.

Teaching Honors and Awards

Award

2013: BusinessWeek Innovation Usage Award, University of Mississippi.