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# Richard John Gentry, Ph.D.

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## Associate Professor of Management

### Academic Background

Ph.D. University of Florida, Gainesville, FL, Strategic Management, 2006

M.B.A. University of Florida, Warrington College of Business, Gainesville, FL, Finance and Corporate Strategy, 2001

B.S. University of Florida, Gainesville, FL, Industrial Engineering (Honors), 2001

Other Rijksuniversiteit Groningen, Groningen, The Netherlands, 2000

### Academic Experience

Associate Professor of Management, University of Mississippi (July, 2016 - Present), University, Mississippi.

Assistant Professor of Management, University of Mississippi (July, 2010 - June, 2016), University, Mississippi.

Assistant Professor, West Virginia University (August, 2006 - May, 2010), Morgantown, West Virginia.

### Non-Academic Experience

#### National

Intern, Ford Motor Company (May, 2000 - August, 2000), Dearborn, Michigan. Logistical planning for future model production

Intern, Asea Brown Boveri (ABB) (May, 1998 - August, 1998), Palm Coast, Florida. Manufacturing Engineer

### Refereed Articles

Knippin, J., Palar, J., & Gentry, R. J. (2018). Breaking the Mold: An Examination of Board Discretion in Female CEO Appointments. *Journal of Business Research*, 84 (1), 11-23.

Harrison, J., Boivie, S., Sharp, N., & Gentry, R. J. (2018). Saving face: How exit in response to negative press and star analyst downgrades reflects reputation maintenance by directors. *Academy of Management Journal*, 61 (3), 1131-1157.

Boivie, S., Graffin, S., & Gentry, R. (2016). Understanding the Direction, Magnitude, and Joint Effects of Reputation When Multiple Actor Reputation's Collide. *Academy of Management Journal*, 59 (1), 188-206, doi: 10.5465/amj.2014.0521.

Gentry, R. J., Dibrell, C., & Kim, J. (2016). Long-term orientation in publically traded family businesses: Evidence of a dominant logic. *Entrepreneurship Theory and Practice*, 40 (4), 733-757.

Litchfield, R., Ford, C., & Gentry, R. J. (2015). Linking Individual Creativity to Organizational Innovation.

*The Journal of Creative Behavior*, 49 (4), 279-294, doi: 10.1002/jocb.65.

Shen, W. & Gentry, R. J. (2014). A cyclical view of the relationship between corporate governance and strategic management. *Journal of Management and Governance*, 18 (4), 959-973, doi: 10.1007/s10997-012-9248-z.

Gentry, R. J., Dalziel, T., & Jamison, M. A. (2013). Who Do Start-up Firms Imitate? A Study of New Market Entries in the Competitive Local Exchange Carrier Industry. *Journal of Small Business Management*, 51 (4), 525-538.

Gentry, R. J. & Shen, W. (2013). The impacts of performance relative to analyst forecasts and analyst coverage on firm R&D intensity. *Strategic Management Journal*, 34 (1), 121-130.

Gentry, R. J. (2013). Too Small to Sue? Employee Growth and Its Consequences for Small Business in a Post-Arbaugh Regulatory Environment. *Journal of Business and Entrepreneurship*, 25 (1), 43-61.

Dalziel, T., Gentry, R. J., & Bowerman, M. (2011). An Integrated Agency-Resource Dependence View of the Influence of Directors' Human and Relational Capital on Firms' R&D Spending. *Journal of Management Studies*, 48 (6), 1217-1242.

Gentry, R. J. & Shen, W. (2011). The relationship between accounting and market performance measures: In search of convergence. *Journal of Managerial Issues*, 22 (4), 514-530.

Litchfield, R. & Gentry, R. J. (2010). Perspective-taking as an organizational capability. *Strategic Organization*, 8 (3), 187-205.

Shen, W., Gentry, R. J., & Tosi, H. L. (2010). The impact of chief executive officer compensation on CEO turnover. *Journal of Business Research*, 63, 729-734.

Gentry, R. J. & Elms, H. (2009). Firm modularity and performance in the electronic manufacturing services industry. *Industry and Innovation*, 16 (6), 575-592.

Hauge, J. A., Jamison, M. A., & Gentry, R. J. (2008). Bureaucrats as entrepreneurs: Do municipal telecommunications providers hinder private entrepreneurs? *Information Economics and Policy*, 20 (1), 89-102.

Tosi, H. L., Shen, W., & Gentry, R. J. (2003). Why outsiders on boards can't solve the corporate governance problem. *Organizational Dynamics*, 32 (2), 180-192.

## **Papers Under Review**

Lux, S., Gentry, R. J., Crook, R., & Combs, J. (2017). "Corporate Political Activity and Sensitivity to Social Attack: The Case of Family Firms," Initial submission to *Journal of Management*.

## **Book Chapters**

### **Non-Refereed**

Williams, J. & Gentry, R. J. (2017). Keeping It Real: The benefits of experiential teaching methods in meeting the objectives of entrepreneurship education. *Advances in the Study of Entrepreneurship, Innovation, and Economic Growth - Volume 27*.

### **Refereed**

Markin, E. & Gentry, R. J. (2016). Integrating the A-GES framework into a family business course. *Annals of Entrepreneurship Education and Pedagogy*. Edward Elgar Publishing.

Gentry, R. J., Hurst, C., & Shen, W. (2005). Power and politics in relay CEO succession. In C.A. Schriesheim & L.L. Neider (Eds.), *Research in Management Volume 5* (pp. 105-128). Greenwich, CT: Information Age Press.

## Refereed Proceedings

### Full Paper

Gentry, R. J., Dibrell, C., & Kim, J. (in press, 2011). The role of socioemotional wealth in publicly traded family businesses: A behavioral theory perspective. *United States Association for Small Business and Entrepreneurship Proceedings*.

Gentry, R. J., Dalziel, T., & Jamison, M. (in press, 2011). New Market Entries in the Competitive Local Exchange Carrier Industry: A Study of Imitation by Start-ups. *Small Business Institute*.

Robinson, R. K., Franklin, G. M., Dibrell, C., & Gentry, R. J. (in press, 2011). A Matter of Size: Regulatory Agencies Bullying Small Businesses into Compliance--The Protracted Consequences of Arbaugh v. Y & H Corporation. *Small Business Institute*.

## Working Papers

Dibrell, C., Marshall, D., Palar, J., & Gentry, R. J. (2016). "Disrupting Our Identity: Why New Director Selection Patterns Change in Family Firms," targeted for *Entrepreneurship Theory and Practice*.

Gentry, R. J., Gondo, M., Dibrell, C., & Robinson, B. (2014). "Managerial Discretion Bubbles, Regulation and Legitimacy in Small Business Growth," targeted for *Academy Of Management Review*.

Shen, W. & Gentry, R. J. (2014). "Is there a relationship between board independence and shareholder value creation: A longitudinal study," targeted for *Strategic Management Journal*.

Gentry, R. J., Dibrell, C., Kim, J., & Fairclough, S. (2014). "Families Firms and Equity Analysts," targeted for *Strategic Management Journal*.

## Presentation of Refereed Papers

### International

Boivie, S., Songcui, H., & Gentry, R. J. (2016). *Under the Radar – Understanding the Effects of No or Low Reputation Firms*. Strategic Management Society, Berlin, Germany.

Dibrell, C., Gentry, R. J., Marshall, D., Palar, J., & Davis, W. (2016). *NEW DIRECTOR SELECTION IN FAMILY-INFLUENCED, LONE FOUNDER, AND REGULAR PUBLICLY-TRADED FIRMS: A RESOURCE DEPENDENCY PERSPECTIVE*. European Academy of Management (EURAM), Paris, France.

Dibrell, C., Marshall, D., Palar, J., & Gentry, R. J. (2016). *NEW DIRECTOR SELECTION IN FAMILY-INFLUENCED, LONE FOUNDER, AND REGULAR PUBLICLY-TRADED FIRMS: A RESOURCE DEPENDENCY PERSPECTIVE*. Academy of Management Annual Meeting, Anaheim, California.

Lux, S., Crook, R., Gentry, R. J., & Combs, J. (2015). *The Role of Sensitivity to Social Attacks and Firm Prominence on Corporate Political Activity*. Academy of Management Annual Meeting, Vancouver, Canada.

Gentry, R. J. (2015, August). *The Social Construction of Innovation (Symposium Presentation)*. Academy of Management Annual Meeting, Vancouver, Canada.

Dibrell, C., Gentry, R. J., Marshall, D., & Palar, J. (2015, May). *Family businesses and board appointments: Social identity in board appointments*. Theories of Family Enterprise, Ft. Worth, Texas.

Boivie, S., Gentry, R. J., & Graffin, S. (2014). *Two Worlds Colliding: Understanding the Effects of Reputational Domain Overlap*. Academy of Management, Philadelphia, Pennsylvania.

Gentry, R. J., Palar, J., & Knippen, J. (2014). *Breaking the Mold: An Examination of Board Discretion in Women CEO Appointments*. Academy of Management, Philadelphia, Pennsylvania.

Lux, S., Gentry, R. J., Crook, R., & Combs, J. (2014). *How Family Involvement Affects Corporate Political Activity*. International Association for Business and Society, Burwood, Australia- VIC.

Shen, W. & Gentry, R. J. (2014). *Too much of a good thing? The impact of board independence on shareholder value creation*. Academy of Management, Philadelphia, Pennsylvania.

Gentry, R. J. & Knippen, J. (2013). *Women on Corporate Boards: New Insights from Global Research*. Academy of Management, Orlando, Florida.

Gentry, R. J., Palar, J., & Knippen, J. (2013). *Sensemaking and Female CEO Ascension: The Role of Strategic Noise*. Strategic Management Society, Atlanta, Georgia.

Gentry, R. J. & Jamison, M. J. (2007, May). *Trait-based imitation among entrepreneurial market entrants*. Strategic Management Society, Catania, Italy.

Gentry, R. J. & Jamison, M. J. (2004). *Explaining CLEC survival through resource stocks - The power of being nimble and rich*. The London Business School/Public Utility Research Center Global Communications Consortium, London, United Kingdom.

### **National**

Lux, S., Crook, R., Combs, J., & Gentry, R. J. (2016). *The Role of Sensitivity to Social Attacks and Firm Prominence on Corporate Political Activity*. Southern Management Association, Charlotte, North Carolina.

Kim, J., Dibrell, C., & Gentry, R. J. (2014, November). *TMT Attention to the Threats from Technological Disasters: Evidence from Polluters in the S&P 1500'*. Southern Management Association Annual Meeting, Savannah, Georgia.

Gentry, R. J., Dibrell, C., & Robinson, R. K. (2011). *The Role of Socioemotional Wealth in Publicly Traded Family Businesses: A Behavioral Theory Perspective*. United States Association for Small Business and Entrepreneurship, New Orleans, Louisiana.

Gentry, R. J., Dalziel, T., & Jamison, M. (2011). *New Market Entries in the Competitive Local Exchange Carrier Industry: A Study of Imitation by Start-ups*. Small Business Institute, San Antonio, Texas.

Robinson, R. K., Franklin, G. M., Dibrell, C., & Gentry, R. J. (2011). *A Matter of Size: Regulatory Agencies Bullying Small Businesses into Compliance--The Protracted Consequences of Arbaugh v. Y & H Corporation*. Small Business Institute, San Antonio, Texas.

Gentry, R. J., Dibrell, C., & Kim, J. (2011, August). *Families as Dominant Coalitions: A Study of Family-Controlled Enterprises in the S&P 1500*. Academy of Management Annual Meeting, San Antonio, Texas.

Litchfield, R., Ford, C., & Gentry, R. J. (2011, August). *Scaling Individual Creativity to Organizational Innovation*. Academy of Management Annual Meeting, San Antonio, Texas.

Gentry, R. J. & Knippen, J. (2009, October). *The Decision to Fire a CEO Immediately Versus Retain a Lame Duck: Industry Factors*. Strategic Management Society, Washington, District of Columbia.

Paruchuri, S. & Gentry, R. J. (2009, October). *Regional Industrial Clusters: What are the Implications for Individual Firms?* Strategic Management Society, Washington, District of Columbia.

Gentry, R. J. & Jamison, M. (2009, August). *Trait-based imitation among entrepreneurial market entrants*. Academy of Management Annual Meeting, Chicago, Illinois.

Litchfield, R. & Gentry, R. J. (2008). *Entrepreneurial, managerial, and academic perspectives on management knowledge*. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Gentry, R. J. & Shen, W. (2008, August). *The relationships between accounting and market measures of firm performance: How strong are they?* Academy of Management Annual Meeting, Anaheim, California.

Gentry, R. J. & Shen, W. (2007). *External expectations and aspirations: The behavioral outcomes of stock analyst forecasts*. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Gentry, R. J. (2007). *Options and aspirations: Behavioral theory applied to option decision making*.

Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Liang, X. & Gentry, R. J. (2006). *The internalization of external expectations: A look at earnings forecasts and firm aspirations*. Academy of Management Annual Meeting, Atlanta, Georgia.

Gentry, R. J. & Jamison, M. J. (2005). *Trait-based imitation among entrepreneurial market entrants*. Strategic Management Society, Orlando, Florida.

Hauge, J., Jamison, M. J., & Gentry, R. J. (2005). *An empirical analysis of municipal entry in the local exchange market*. The London Business School/Public Utility Research Center Global Communications Consortium, Gainesville, Florida.

Gentry, R. J. & Jamison, M. J. (2004). *Explaining CLEC survival through resource stocks - The power of being nimble and new*. Strategic Management Society, San Juan, Puerto Rico.

Gentry, R. J. & Jamison, M. J. (2004). *Explaining CLEC survival through resource stocks - The power of being nimble and rich*. Research Conference on Communication, Information and Internet Policy, Arlington, Virginia.

Gentry, R. J. & Jamison, M. J. (2003). *Explaining CLEC survival through lock-in and diseconomies of size*. Economic Association, Western Annual Meetings, Denver, Colorado.

Gentry, R. J. & Elms, H. (2003). *Make, buy, or be given: The performance implications of consignment inventory in the electronic manufacturing service industry*. Strategic Management Society, Baltimore, Maryland.

Shen, W., Tosi, H. L., & Gentry, R. J. (2003). *The CEO as sandbagger in the compensation tournament*. Academy of Management Annual Meeting, Seattle, Washington.

## **Presentation of Non-Refereed Papers**

### **International**

Gentry, R. J. & Shen, W. (2011, January). *Performance Relative to Security Analysts' Earnings Forecasts, Analyst Coverage, and Firm R&D Intensity*. Invited Paper Presentation at Singapore Management University, Singapore, Singapore.

## **Research Grants**

### **Funded**

2009: Gentry, R. J. WVU Faculty Senate Research Grant.

2005: Gentry, R. J. Booz Allen Hamilton/SMS PHD Fellowship Recipient, Strategic Management Society Meetings. Competitive \$1500 awarded to the five most outstanding first-author Student papers submitted.

2004: Gentry, R. J. Kauffman Entrepreneurship Fellow. \$15,000 award to study competitive dynamics of entrepreneurial firms in the telecommunications industry. The Fellowship is awarded to ten finalists every year by the Kauffman Foundation, an endowment dedicated to the advancement of entrepreneurship education and development.

2003: Gentry, R. J. Booz Allen Hamilton/SMS PhD Fellowship Finalist. Finalist in competitive award to the ten best first-authored student paper submitted to the Strategic Management Meetings in Baltimore. Received \$500 award.

### **Pending**

2014 [Year 1 of 5]: Cyree, K., Dibrell, C., Gentry, R. J. , & Robinson, B., Student Entrepreneurship and New Venture Development Program., Co-Principal Investigator, Hearin Support Foundation Grant, Hearin Foundation.. This program will establish a support infrastructure for a student-run entrepreneurship and new

venture development program that will encourage and support the creation of new business ventures by University of Mississippi students.

## **Cases**

Mukherjee, K., Kowalczyk, D., & Gentry, R. J. (2018). Achoo! The Acclarent, Inc. Revolution. *Sage Business Cases*.

Albers, K., Williams, J., & Gentry, R. J. (2017). Ingersoll Rand: A Smarter, Connected Future. *Sage Business Cases*. In Press, *Sage Business Cases*.

Lillge, A., Williams, J., & Gentry, R. J. (2017). Is the Culver's Butterburger a. In Press, *Sage Business Cases*.

Rock, A., Swab, G., & Gentry, R. J. (2017). Pacific Coast Feather: Winds of Change. In Press, *Sage Business Cases*.

Russell, A., Gigliotti, R., & Gentry, R. J. (2016). It's a Small World: Worldwide Declining Attendance and Disney Theme Parks.. In Press, *Sage Business Cases*.

## **Research Honors and Awards**

### **Award**

2017: Outstanding Paper Award, University of Mississippi. School selected me for having published the best paper that year.

2013: School of Business Outstanding Paper Award, University of Mississippi School of Business.

### **Honor**

2018: Senior Researcher of the Year, University of Mississippi School of Business.

2016: Junior Researcher of the Year, University of Mississippi School of Business.

2012: Junior Researcher of the Year, University of Mississippi School of Business.

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2011: Best Paper in Family Business Award, United States Association of Small Business and Entrepreneurship. Best Paper in Family Business Award.

2002: , International Business Education and Research Ph.D. Symposia for International Research. Selected..

## **Service to the University**

### **College Assignments**

#### **Assurance of Learning - Institutional Service:**

2011-2012 – 2015-2016: AACSB Coordinator for MANG 493

### **State-wide Assignments**

#### **Mentoring Activities:**

2010-2011: US State Department/Office of International Visitors

## **University of Mississippi**

### **Department Assignments**

**Member:**

2012-2013: Strategy Faculty Hiring Committee

2010-2011: Strategy Faculty Hiring Committee

**College Assignments****Member:**

2017-2018: Journal Review Committee

2013-2014 – 2017-2018: MBA Committee

2012-2013 – 2017-2018: Entrepreneurship

2012-2013 – 2017-2018: Curriculum Committee

**Chair:**

2016-2017 – 2017-2018: SACS Accrediation Coordinator for Entrepreneurship Major

2014-2015 – 2015-2016: CIE Staff Support Position

**Member:**

2016-2017 – 2017-2018: MBA AOL Strategic Planning Committee

2014-2015: CIE Staff Support for Student Consulting Program Position Search

2012-2013 – 2013-2014: Committee to Explore "Business Studies" Degree or Major

2011-2012: Curriculum Committee

2011-2012: School of Business Core Curriculum Standing Committee

2010-2011 – 2011-2012: Entrepreneurship Committee

**University Assignments****Chair:**

2017-2018: CME/Strategy Faculty Position

**Director:**

2014-2015 – 2017-2018: Center for Innovation and Entrepreneurship

**Faculty Advisor:**

2013-2014 – 2015-2016: Entrepreneurship Club

**Member:**

2015-2016: Center for Manufacturing Excellence Director Hiring Committee

2015-2016: Ryan Snow Honor Thesis

2014-2015 – 2015-2016: University Entrepreneurship Advisory Committee

2014-2015: UM Online Program Review Focus/Development Group

2014-2015: UM Online Course Design Review Team

**Session Moderator:**

2012-2013: iLearn 2012

**State-wide Assignments****Mentoring Activities:**

2011-2012 – 2015-2016: Ole Miss Innovation Boot Camp

**Member:**

2012-2013 – 2015-2016: Gillespie Business Plan Competition

**Dissertation Assignments****Member:**

2016-2017 – 2017-2018: Jonathan Dingle

2012-2013 – 2013-2014: Derrick Barr

2012-2013 – 2013-2014: Jaemin Kim

2012-2013: Ethan Watson

**Thesis Assignments****Chair:**

2014-2015: Wesley Howell

2010-2011: Ryan Viner

**Service to the Profession****Academic Conference: Discussant**

2014: Mid South Management Research Consortium.

2013: Academy of Management Annual Meeting, Orlando, Florida.

2008: Academy of Management Annual Meeting, Anaheim, California.

**Academic Conference: Moderator / Facilitator**

2009: Academy of Management Annual Meeting, Chicago, Illinois.

**Academic Conference: Panelist**

2015: United States Association for Small Business and Entrepreneurship, Tampa, Florida. Presented to the Doctoral Consortium at USASBE

**Board Member: PRJ Editorial Review Board**

2017 – 2018: Corporate Governance: An International Review.

2016 – 2018: Journal of Business Research.

2015 – 2017: Corporate Governance: An International Review.



### **Reviewer - Grant Proposal Related to Expertise**

2014 – 2015: National Science Foundation.

2013: National Science Foundation.

### **Invited Lecture**

2004: Public Utility Research Center Executive Program, Abuja, Nigeria. Instructed Nigerian government officials in managerial and micro-economics.

### **Member: Committee/Task Force**

2004: Academy of Management Annual Meeting. Finance Committee, New Doctoral Student Consortium

### **Reviewer: Ad Hoc Reviewer for a Journal**

2018: Journal of Small Business Management.

2018: Strategic Entrepreneurship Journal.

2018: Group and Organization Management.

2017 – 2018: Academy of Management Journal.

2017 – 2018: Entrepreneurship Theory and Practice.

2015 – 2018: Technovation.

2017: Strategic Organization.

2017: Journal of Management Studies.

2015 – 2017: Academy of Management Journal.

2015: Strategic Organization.

2015: Journal of Management and Governance. It's actually an Italian journal so its international :)

2012 – 2015: Corporate Governance: An International Review.

2010 – 2015: Academy of Management Journal.

2013: Strategic Management Journal.

2011 – 2013: Journal of Business Research.

2012: The Financial Review.

2011: Journal of Management Studies.

2010: Journal of Management and Governance.

### **Reviewer: Conference Paper**

2013 – 2018: Strategic Management Society.

2013 – 2018: Academy of Management Annual Meeting.

2013 – 2014: United States Association for Small Business and Entrepreneurship, Tampa, Florida. Reviewed papers and judged workshops at USASBE

2010 – 2013: Academy of Management Annual Meeting.

2011: Small Business Institute.

2010: United States Association for Business and Entrepreneurship. Reviewed 5 academic papers for national small business/entrepreneurship conference

## **Service Honors and Awards**

2014: BPS Division Outstanding Reviewer, Academy of Management Annual Meetings. BPS Division Outstanding Reviewer.

2011: BPS Division Outstanding Reviewer, Academy of Management Annual Meetings. BPS Division Outstanding Reviewer.

2006 – 2007: BPS Division Outstanding Reviewer, Academy of Management Annual Meetings.

2004: BPS Division Outstanding Reviewer, Academy of Management Annual Meetings.

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## **Faculty Development**

### **Instructional-Related Conference**

2013: Experiential Classroom, Gainesville, Florida. The Experiential Classroom is the premier clinic for faculty who are relatively new to the teaching of entrepreneurship and the building of entrepreneurship programs. We share best practices in entrepreneurship education from some of the thought leaders and master educators in the field. Over 930 faculty members have attended this intense, three-day clinic. Delegates must attend all three days. The Experiential Classroom is offered once a year and takes place on the campus of the University of Florida in Gainesville, FL. Attendance is limited to 75 delegates each year. The experience is personalized with ample opportunity to interact with the presenters both inside and outside the classroom.

## **Teaching Honors and Awards**

### **Award**

2013: Innovative Use of BusinessWeek Award, University of Mississippi School of Business. The college recognized me for my use of BusinessWeek in developing small business development courses..

2012: Professional Online Professor of the Year, University of Mississippi School of Business.

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2010 – 2012: Innovative Use of BusinessWeek Award, University of Mississippi School of Business. The college recognized me for my use of BusinessWeek in developing small business development courses.

### **Honor**

2015: Extraordinary Course Award, Ole Miss Online. [The Paragon Award Review and Selection Committee has awarded your course, MBA 631, an Honorable Mention as an exemplar of online instruction. This is the first year that the committee has asked me to recognize a course in addition to the winner..](#)

## **Memberships**

Southern Management Association, 2013 - Present

Strategic Management Society, 2005 to Present

Academy of Management, 2001 to Present