

# MICHAEL G. HENDRON

*Marriott School of Management  
Brigham Young University  
563 Tanner Building  
Provo, Utah 84602  
(801) 422-2902  
(801) 709-4040 (cell)  
[hendron@byu.edu](mailto:hendron@byu.edu)*

## EDUCATION

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### **University of Texas at Austin**

McCombs School of Business

2008, *Ph.D. in Strategic Management*

*Dissertation: "Structural and social integration: Help or hindrance to bottom-up change and innovation?"*

*Advisors: Alison Davis-Blake, Pamela Haunschild*

### **University of Virginia**

Darden Graduate School of Business

2000, *Masters of Business Administration (with honors)*

### **Brigham Young University**

1996, *Bachelor of Arts in Political Science, Minors in Business Administration and Japanese*

## ACADEMIC APPOINTMENTS

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**Associate Academic Director**, Rollins Center for Entrepreneurship & Technology, Marriot School of Business, Brigham Young University (2017 - present)

**Associate Teaching Professor, Entrepreneurship**, Department of Management, Marriot School of Business, Brigham Young University (2016 - present)

**Assistant Professor**, Department of Organizational Leadership and Strategy, Marriot School of Management, Brigham Young University (2008 - 2016)

**Assistant Instructor**, Management Department, McCombs School of Business, University of Texas at Austin (2005 - 2007)

## RESEARCH INTERESTS

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Strategic decision-making processes; organizational learning, innovation, and change; diffusion of organizational practices; corporate reputation; social and organizational networks

## JOURNAL PUBLICATIONS

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Evans, J. M., Hendron, M. G., Oldroyd, J. B. (2015) Withholding the ace: The individual and unit level performance effects of information self-reported and perceived knowledge hoarding (with J. Oldroyd & J. Evans). *Organization Science* 26(2):494-510.

Burris, E. R., Rodgers, M. S., Mannix, E. A., Hendron, M. G., & Oldroyd, J. B. (2009) Playing favorites: The influence of leaders' inner circle on group processes and performance. *Personality and Social Psychology Bulletin* 35(9):1244-57.

#### **PEER-REVIEWED CONFERENCE PROCEEDINGS**

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Lee, J. H., Bednar, M. K., & Hendron, M. G. (2015) Fair and balanced? How resource dependence shapes media coverage. *Academy of Management Annual Meeting Proceedings*.

Oldroyd, J. & Hendron M. G. (2014) Taking one for the team: The performance effects of mediating negative-affect ties in imbalanced triads. *Academy of Management Annual Meeting Proceedings*.

Hendron, M. G. & Fredrickson, J. F. (2006) The effect of strategic decision process and information source on strategy content. *Academy of Management Best Paper Proceedings*.

Hendron, M. G., Bednar, M. K., & Henderson, A. D. (2005) How aspiration levels affect response to a punctuating technological change: An empirical test. *Academy of Management Best Paper Proceedings*.

#### **PAPERS UNDER REVIEW**

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A present past: Viewing institutional change through a diachronic lens. (with D. Chandler) Submitted, *Academy of Management Journal*

#### **WORKING PAPERS/RESEARCH IN PROGRESS**

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Innovation reputation and firm value (with J. Dyer, N. Furr, and E. Volmar)

CEO innovation reputation and other determinants of firm-level innovation reputation (with J. Dyer and N. Furr)

CEO narcissism and firm performance variance (with N. Uppal and B. Galvin)

Skip the company party: The competing influence of expressive and instrumental social networks on organizational commitment (with H. Park, J. Oldroyd, and J. Bingham)

Management matters: The complementary effects of human and social capital on the blood chemistry of diabetes patients (with A. Mackey, J. Barney)

Taking one for the team: The performance effects of mediating negative-affect ties in imbalanced triads. (with J. Oldroyd)

Fair and balanced? How resource dependence shapes media coverage. (with M. Bednar & J. Lee)

Strategy process and information source effects on strategy content (with J. Fredrickson).

Strategic response to technological discontinuity: A performance feedback approach. (with M. Bednar & A. Henderson)

The role of firm reputation in shareholder reactions to financial restatements (with D. Lange, D. Chandler, & P. Lee).

The effects of dynamic social networks on strategic change in entrepreneurial ventures (with M. Kilduff & M. Bednar).

Perceived quality, prominence, and reflected prestige: Dimensions of reputation evident in academic acknowledgments (with D. Lange & S. Boivie).

Organizational determinants of bottom-up engagement in strategic innovation processes. Downward advice-seeking and M&A performance (with J. Westphal & M. Graebner).

## CONFERENCE PRESENTATIONS

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Burns, B., Hendron M., Barney J., & Katzenbach, M. (2015, October) Three types of human capital: Complements in explaining organizational performance differences in a healthcare setting. *Strategic Management Society Conference*, Denver, CO.

Lee, J. H., Bednar, M. K., & Hendron, M. G. (2015, August) Fair and balanced? How resource dependence shapes media coverage. *Annual Meeting of the Academy of Management*, Vancouver, BC.

Park, H. M., Oldroyd, J. O., Bingham, J. B., & Hendron, M. G. (2015, August) Skip the company party: Instrumental and expressive networks' effects on commitment. *Annual Meeting of the Academy of Management*, Vancouver, BC.

Park, H. M., Oldroyd, J. O., & Hendron, M. G. (2014, November) The effect of instrumental and affective ties on organizational and team commitment. *2014 Conference on Commitment*, Columbus, OH.

Oldroyd, J. O. & Hendron, M. G. (2014, August) Taking one for the team: The individual consequences of brokering negative affect ties. *Annual Meeting of the Academy of Management*, Anaheim, CA.

Lee, J. H., Bednar, M. K., & Hendron, M. G. (2014, March) Fair and balanced? Social embeddedness and the media: How board interlocks shape media coverage. *Mid-Atlantic Strategy Colloquium*, Knoxville, TN.

Hendron, M. G. & Chandler, D.C. (2013, September) Online simulations as an immersive ethics and compliance training tool. *ECO Annual Ethics & Compliance Conference*, Chicago, IL.

Oldroyd, J. O., Hendron, M. G., & Evans, J. M. (2012, October) The individual and unit level performance effects of knowledge hoarding and perceived knowledge hoarding. *Strategic Management Society Conference*, Prague, Czech Republic.

Oldroyd, J. O., Evans, J. M., & Hendron, M. G. (2010, August) Withholding the ace: The individual and group performance effects of information hoarding. *Annual Meeting of the Academy of Management*, Montréal, Canada.

Godfrey, P. C., Hendron, M. G., Bishop, M. B. (2010, March) To hell in a handbasket: Is American business becoming more unethical. *International Association for Business & Society (IABS) Annual Meeting*, Banff, Alberta, Canada.

Hendron, M. G., Bednar, M. K., & Boivie, S. (2009, October) The ratchet effect of director pay: Social exchange and status in director compensation. *Strategic Management Society Conference*, Washington, DC.

Kilduff, M. J., Hendron, M. G., Bednar, M. K. (2009, August) Are chameleons more changeable? Self-monitoring, five-factor model, and network and strategic change. *Annual Meeting of the Academy of Management*, Chicago, IL.

Oldroyd, J. O., Hendron, M. G., Labianca, J. (2008, September) Taking one for the team: Social holes and the brokering of negative affect ties (updated). *Intra-Organizational Networks (ION) Conference*, Lexington, KY.

Oldroyd, J. O. & Hendron, M. G. (2008, August) Taking one for the team: The individual consequences of brokering negative affect ties. *Annual Meeting of the Academy of Management*, Anaheim, CA.

Hendron, M. G., Burris, E. R., & Oldroyd, J. O. (2007, August) Fostering bottom-up change: The role of network characteristics and leader-member relationships. *Annual Meeting of the Academy of Management*, Philadelphia, PA.

Burris, E. R. & Hendron, M. G. (2007, August) Going the extra mile: Antecedents and psychological processes in prosocial behavior and initiative. (Symposium organizers; Debra Shapiro, discussant) *Annual Meeting of the Academy of Management*, Philadelphia, PA.

Oldroyd, J. O. & Hendron, M. G. (2007, March) Taking one for the team: Social holes and the brokering of negative affect ties. *Intra-Organizational Networks (ION) Conference*, Lexington, KY.

Hendron, M. G. & Fredrickson, J. W. (2006, August) The effect of strategic decision process and information source on strategy content. *Annual Meeting of the Academy of Management*, Atlanta, GA.

Hendron, M. G., Bednar, M. K., & Henderson, A. D. (2005, August) How aspiration levels affect response to a punctuating technological change: An empirical test. *Annual Meeting of the Academy of Management*, Honolulu, HI.

Lange, D., Boivie, S., & Hendron, M. G. (2004, August) Thanks to you: Substance and symbolism in journal acknowledgments. *Annual Meeting of the Academy of Management*, New Orleans, LA.

Patterson, K. D., Abbe, O., Hendron, M. G., Hromiko, V. (1995, March) Parties, policy types, and presidential campaigns: 1952-1992. *Annual Meeting of the Western Political Science Association*, Portland, OR.

## **HONORS, AWARDS & GRANTS**

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Dissertation Research Grant, Herb Kelleher Center for Entrepreneurship, *University of Texas at Austin*, 2006

University Continuing Fellowship, *University of Texas at Austin*, 2006

University Continuing Tuition Fellowship, *University of Texas at Austin*, 2005

Preemptive Fellowship, Roberts Fellowship, & Huber Fellowship, *University of Texas at Austin*, 2002

## **ACADEMIC SERVICE**

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**Entrepreneurship Undergraduate Program Director**, Marriott School of Business (2016 to present)

**College Accreditation Learning Outcomes Assessment Advisory Role**, Marriot School of Management (2010 to 2015)

**Reviewer**, Strategic Management Society Conference (Since 2011)

**Reviewer**, Academy of Management, Business Policy & Strategy Division (Since 2006; *Best Reviewer Award, 2006*)

**Reviewer**, Academy of Management, Organization & Management Theory Division (Since 2004; *Best Reviewer Award, 2007*)

**Ad hoc reviewer**, Journal of Management Studies (Since 2010)

**Session chair**, Academy of Management Annual Meeting (2008 – 2014)

**Assistant to program chairs**, Organization & Management Theory/Business Policy & Strategy Divisions (2004)

## **TEACHING EXPERIENCE & AWARDS**

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**New Venture Launchpad** (MBA startup mentorship), *Marriott School of Business, Brigham Young University*, 2017 - present.

**Managing New Ventures** (MBA), *Marriott School of Business, Brigham Young University*, 2016 - present. 2017 – present.

**Financing New Ventures** (undergraduate), *Marriott School of Business, Brigham Young University*, 2016 - present. 2016 – present.

**Entrepreneurship and Innovation** (undergraduate and MBA), *Marriott School of Management, Brigham Young University*, 2015 - 2016.

**Strategy Implementation** (MBA), *Marriott School of Management, Brigham Young University*, 2013 - present.

**Strategic Management Simulation** (MBA), *Marriott School of Management, Brigham Young University*, 2012 - present.

**Strategy Implementation/Consulting Process** (undergraduate), *Marriott School of Management, Brigham Young University*, 2014 - 2016.

**Strategic Management** (undergraduate and Masters of Accounting/Information Systems), *Marriott School of Management, Brigham Young University*, 2008 - 2016.

**Strategic Management** (online MBA), *Keenan-Flagler School of Business, University of North Carolina*, 2014 - 2017.

**General Management & Strategy** (undergraduate), *University of Texas at Austin, McCombs School of Business*, 2005, 2007.

*Other:* Additional part-time executive education and corporate training on topics of strategic management, strategic planning and strategic decision making; development and delivery of full custom programs including one-week strategy overview for leaders

*Awards:*

- Fred Moore Assistant Instructor Award for Teaching Excellence, *University of Texas at Austin*, 2006
- Honorary donation to Burnt Orange Apple Seed Teaching Development Fund, in recognition of teaching quality and efforts on behalf of students in and outside of the classroom, *University of Texas at Austin*, 2005

*Author:* **Strategic CSR Simulation** (with D. Chandler), online teaching simulation for undergraduate and graduate courses in corporate social responsibility. Created 2012. Used by dozens of institutions globally.

## PROFESSIONAL & ACADEMIC AFFILIATIONS

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Academy of Management (joined 2002)

Strategic Management Society (joined 2005)

INFORMS (joined 2006)

Society for Judgment and Decision Making (joined 2007)

Association for Business Simulation and Experiential Learning (joined 2007)

## INDUSTRY EXPERIENCE

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**Arcwise Consulting**, Walnut Creek, CA, *Founder & Principal* (2001-2002)

Independent consulting practice providing strategic planning, market research, product launch, alliance management, and product development services in the computer software/hardware and service industries.

**Alliance Consulting Group**, San Jose/Walnut Creek, CA, *Senior Strategy Consultant* (2000-2001)

Supported and led corporate and business strategy consulting projects for established and startup companies. Directed research and analysis of new market opportunities in software and consumer products. Managed and contributed to business development efforts, intellectual property creation (white papers & methodologies), internal strategic planning, marketing, training and recruiting.

**United Technologies Corporation**, Hartford, CT, *Supply Management Associate* (1999)

Established systems and policies to streamline purchasing and contract implementation processes. Developed procedures, financial models, and database systems for evaluating and reporting savings realized through supplier consolidation and improved contract structures.

**Kanematsu USA Inc.**, Sunnyvale, CA, *Business Development Coordinator* (1995-1998)

Performed due diligence and ongoing support for private-equity investments in U.S. startups. Supported joint-venture activities and import-export relationships as intermediary between Asia-Pacific resellers and U.S. technology companies, including negotiation of partnership and finance agreements. Directed logistics, accounting, and support activities, and developed custom process management applications.

**United States Chamber of Commerce**, Washington, D.C., *Special Projects Intern, International Department* (1995)

Provided marketing and technical support for the launch of a startup joint venture offering a global online business-to-business marketplace and transaction system.