

JOEL L. ANDRUS

Robert J. Trulaske, Sr. College of Business | Department of Management
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EDUCATION

Texas A&M University, Mays Business School, 2014-2018
PhD, Management
Brigham Young University, College of Engineering and Technology, 2005
Master of Science, Civil and Environmental Engineering (Water Resources)
Brigham Young University, Physics and Astronomy, 2004
Bachelor of Science, Applied Physics (Acoustics)

RESEARCH AREAS

Strategy, Entrepreneurship, Natural Environment, Energy, Water, Bayesian Analysis

REFEREED PUBLICATIONS

Andrus, J., Withers, M., Courtright, S., Boivie, S., Go your own way: Exploring the causes of top executive turnover. (*Accepted at Strategic Management Journal*).

Howard, M., Boeker, W., Andrus, J., The spawning of ecosystems: How cohort effects benefit new ventures. (*Accepted at Academy of Management Journal*).

Paetzold, R., Rholes, W.S., Andrus, J. 2017. A Bayesian analysis of the link between adult disorganized attachment and dissociative symptoms. *Personality and Individual Differences*.

Boivie, S., Bednar, M., Aguilera, R., Andrus, J. 2016. Are boards designed to fail? The implausibility of effective board monitoring. *Academy of Management Annals*.

RESEARCH IN PROGRESS

Andrus, J., Paetzold, R., Cannella, A., Initial CEO compensation: the influence of institutional owners. Target: *Strategic Management Journal* (Manuscript preparation).

Andrus, J., Lee J., Hom, P., Local labor markets for top executives: A spatial analysis of community effects. Target: *Academy of Management Journal* (Manuscript preparation).

Andrus, J., Callery, P., Grandy, J., Reputation or market value gains? Exploring the benefits of voluntary disclosure of sustainability performance: Target: *Academy of Management Journal* (Manuscript preparation).

DISSERTATION

Unlocking a Configurational Perspective of Institutional Logics: Market Entry Actions by U.S. Landfills, 1970-2014

Committee: Steve Boivie (Chair), Cindy Devers, Ramona Paetzold, Patricia Thornton

Abstract: This dissertation looks at various factors that influence strategic entrepreneurship by public sector organizations who invest in sustainable energy generation. I develop theory about how values at the community level are internalized into the organization, depending on whether that organization is in the public sector (state logic) or private sector (market logic), or a combination of both (public/private partnership). To empirically test my hypotheses, I've collected data on renewable energy generation by the entire population of landfills subject to EPA emission guidelines in the U.S. My dataset covers the time period from 1970-2014 and includes both organizational and community level data for over 2,400 landfills.

OTHER PUBLICATIONS

Boivie, S., Bednar, M., & **Andrus, J.** May 10, 2016. Boards aren't the right way to monitor companies. Harvard Business Review online. <https://hbr.org/2016/05/boards-arent-the-right-way-to-monitor-companies>

CONFERENCE PRESENTATIONS AND SYMPOSIA

Andrus, J., Gangloff, K., Withers, M., 2019, Betting on the jockey: The influence of institutional investors on director mobility. *Special Conference, Strategic Management Society*. Las Vegas, NV
Andrus, J., Lee, J., Hom, P., 2019, The effects of local labor markets on executive mobility. *Special Conference, Strategic Management Society*. Las Vegas, NV
Scoresby, R., Andrus, J., Withers, M., 2019, Time for a change: CEO regulatory focus and strategic change. *Special Conference, Strategic Management Society*. Las Vegas, NV
Andrus, J., Paetzold, R., Cannella, A., 2018, Ownership matters: The influence of institutional investors on new CEO compensation. *Annual Meeting, Strategic Management Society*. Paris, France
Sociocultural influences on sustainable opportunity discovery in U.S. Landfills 1970-2014.

- Roundtable session, *Alliance for Research on Corporate Sustainability Conference*. Boulder, CO.
- *ARCS-Ivey Ph.D. Sustainability Academy*, London, ON, 2016

Water: The Rising Crisis. 2016, *Organizations and Natural Environment Division Plenary Session at the Academy of Management Conference*. Organizer, Facilitator, and Presenter. Anaheim, California.
Andrus, J., Howard, M., Boeker, W., 2015, Cooperation and Competition among New Ventures: The Role of Genealogical Cohorts. *Annual Meeting, Academy of Management*. Vancouver, BC.

PROFESSIONAL ASSOCIATIONS

Academy of Management (AOM)
American Society of Civil Engineers (ASCE)
Registered Professional Engineer (Utah)

SCHOLARSHIPS AND AWARDS

Summer Research Fellowship, 2016
Dixie College Natural Science Award of Excellence, 2001
Terrill H. Bell Teaching Scholarship, 2000

MEDIA COVERAGE

August 4, 2016 – A Board of Directors Won't Help Your Executive Team as Much as You Think. *Business News Daily*
June 21, 2016 – Corporate boards have too much to do and too little time. *Houston Chronicle*
June 9, 2016 – Boards Will Never Be Any Good at Policing Executives. *Bloomberg*

COURSES TAUGHT

Texas A&M:
MGMT 466 Strategic Management (2017-2018) Ratings:4.41 & 4.48
University of Missouri:
MGMT 4970 Strategic Management (2018-2019): Ratings:4.45

PROFESSIONAL EXPERIENCE

Assistant Professor Trulaske School of Business, University of Missouri	July 2018 – Present Time
Research Associate Mays School of Business, Texas A&M	Sept 2014 – July 2018 <i>College Station, Texas</i>
Agrilife Research Associate <i>Texas Water Resources Institute</i>	Sept 2013 – Sept 2014 <i>College Station, Texas</i>
Environmental Engineer - Project Manager <i>Bowen Collins & Associates</i>	July 2007 – Aug 2013 <i>St. George, Utah</i>
Environmental Engineer <i>Sunrise Engineering</i>	April 2005 – July 2007 <i>St. George, Utah</i>

REFERENCES

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