
JOEL L. ANDRUS, PHD

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RESEARCH AREAS

Strategy, Entrepreneurship, Corporate Governance, Sustainability, Gender Equity

REFEREED PUBLICATIONS

- Andrus, J.**, Scoresby, R., Lee, J., Rainville, A., Smith, R., Syed, I. (2024) Going-in mandate as a contextual cue: New CEO regulatory focus and strategic change. *Journal of Management*.
<https://doi.org/10.1177/0149206323120611>
- Andrus, J.**, Lee J., Hom, P. (2023) Local labor market influences on executive turnover: Revisiting perceived ease of movement. *Journal of Management*.
<https://doi.org/10.1177/0149206323118166>
- ***Andrus, J.**, *Callery, P., *Grandy, J. (2023) The uneven returns of transparency in voluntary disclosures. *Organization & Environment*. 36: 39–68,
<https://doi.org/10.1177/10860266221083338> *Authors share equal authorship.
- Howard, M., Boeker, W., **Andrus, J.** 2019. The spawning of ecosystems: How cohort effects benefit new ventures. *Academy of Management Journal*. 62:1163–1193,
<https://doi.org/10.5465/amj.2016.1248>
- Andrus, J.**, Withers, M., Courtright, S., Boivie, S. 2019. Go your own way: Exploring the causes of top executive turnover. *Strategic Management Journal*. 40:1151-1168,
<https://doi.org/10.1002/smj.3020>
- 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*. 107: 17-22, <https://doi.org/10.1016/j.paid.2016.11.031>
- Boivie, S., Bednar, M., Aguilera, R., **Andrus, J.** 2016. Are boards designed to fail? The implausibility of effective board monitoring. *Academy of Management Annals* 10:319-407,
<https://doi.org/10.5465/19416520.2016.1120957>

RESEARCH IN PROGRESS

- Paruchuri, S., **Andrus, J.**, Sullivan, D. Great Expectations? The Interplay of External Analyst Recommendations and CEO Regulatory Focus on Shareholder Reactions to Earnings Surprises. (*1st R&R at Academy of Management Journal*).
- Andrus, J.**, Lee, J., Howard, M. Between you and me: Common investors as intermediaries in R&D partner selection. (under review at *Research Policy*)
- Andrus, J.**, Chen, Y., Wang, J., Reger, R. To tweet or not to tweet? The impact of social media on market reactions to boycotts. (Under review at *Journal of Management*). ***Nominated for Best Paper award at SMS 2020. Also won SMS Conference Stakeholder Division award for Most Practical Contribution to Strategy.**
- Packard, M., **Andrus, J.**, Sullivan, D., Locklear, L., Bringing empathy into entrepreneurship: How investor empathy affects funding for female entrepreneurs in rewards-based crowdfunding. (Under review at *Journal of Business Venturing*).

- ***Andrus, J.**, *Sullivan, D., Bort, J., Gupta, V. Rationalizing prejudice: Benevolent sexism. Target: *Journal of Applied Psychology* (preparing for submission in June 2024). *Authors share equal authorship.
- Andrus, J.**, Calvano, F., Withers, M. Hidden agency costs in the new age of passive investors: How board adaptation to ownership discontinuities enables excess CEO compensation. Target: *Academy of Management Journal* (preparing for submission in June 2024).
- Lee, J., **Andrus, J.**, Howard, M., Grubbs, H. Inspiration in leadership: How female directors influence collaborative networking by female inventors. Target: *Strategic Management Journal* (Final manuscript preparation).
- Grandy, J., **Andrus, J.**, Xing, A., Lee, J. Medical device recalls and the dark side of lobbying. Target: *Academy of Management Journal* (Manuscript preparation).
- Chen, Y., **Andrus, J.**, Hiatt, S., A story of incumbent utilities and moral market emergence. How logic flexibility drives support of renewable energy production by U.S. farmers. Target: *Administrative Science Quarterly* (Manuscript in preparation).
- Andrus, J.**, Hiatt, S., Chen, Y. Regulatory impact on logic prominence: Making a case for renewable energy production at U.S. Landfills. Target: *Administrative Science Quarterly* (Manuscript in preparation).
- Vedulla, S., **Andrus, J.**, Embry, B., York, J. Saving Money, Saving Face: Green certification in the building industry and institutional logics complexity. Target: *Administrative Science Quarterly* (Manuscript in 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 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

Andrus, J. November, 1st, 2021. Opportunities for advancement: Gender bias in workplace. St. Louis Business Journal. <https://www.bizjournals.com/stlouis/news/2021/11/01/opportunities-for-advancement-gender-bias-in.html>

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., Sullivan, D., Gupta, V., Bort, J., 2024. Gender Differences in Resource Allocation: The Impact of Shifting Standards and Benevolent Sexism. *Annual Meeting, Academy of Management*. Chicago, Illinois.
- Examining the Cross-Level Dynamics of Gender and Diversity in Social Networks (2023). *Annual Meeting Symposium participant, Academy of Management*. Boston, Massachusetts.
- Chen, Y., Andrus, J., Hiatt, S., 2022. Institutional logics and cooperative strategy: A downstream-buyer approach to biogas market entry. *Annual Meeting, Strategic Management Society*. London, England.
- Chen, Y., Andrus, J., Hiatt, S., 2022. Institutional logics and cooperative strategy: A downstream-buyer approach to renewable energy market entry (farm biogas energy). *European Group for Organizational Studies Colloquium*. Vienna, Austria. ***Nominated for Best Paper Award**
- Moving beyond Streetlight Issues: Envisioning a Bright Future of Crowdfunding Research (2022). *Annual Meeting symposium paper, Academy of Management*. Seattle, Washington.
- Bort, J., Azzurra, M., Sullivan, D., Andrus, J., 2022. Open Innovation, Open Wallets? Innovation Strategy Congruence in Crowdfunding. *Annual Meeting, Academy of Management*. Seattle, Washington.
- Lee, J., Andrus, J., Grubbs, H., Howard, M., 2022. Borrowing To Build: The Role Of Indirect Network Ties In Building Social Capital For Women Inventors. *Babson College Entrepreneurship Research Conference*. Waco Texas.
- Andrus, J., Sullivan, D., Gupta, V., Bort, J., Overcoming the White Knight: Antecedents of Vertical Success Bias in Crowdfunding. *Administrative Science Quarterly Special Conference on Equity*. New York, New York.
- Andrus, J., Sullivan, D., Gupta, V., Bort, J., 2021. You may not notice, but it's still there: Gender bias in crowdfunding success. *Annual Meeting, Strategic Management Society*. Virtual
- Andrus, J., Sullivan, D., Gupta, V., Bort, J., 2021. The shadow pandemic: COVID-19 and vertical gender bias against female-led crowdfunding ventures. *Annual Meeting, Academy of Management*. Virtual
- Calvano, F., Andrus, J., Withers, M., Boivie, S., 2021. A shuffling of the guard: Audit committee exit as a response to financial restatement. *Annual Meeting, Academy of Management*. Virtual
- Andrus, J., Chen, Y., Wang, J., Reger, R., 2021. To tweet or not to tweet? The role of social media boycotts on stock market reactions. *Annual Meeting, Academy of Management*. Virtual
- Caucus Celebrating A Decade of Academic Advancement in Crowdfunding. 2021. *Participant, Annual Meeting, Academy of Management*. Virtual
- Lee, J., Andrus, J., Howard, M., Grubbs, H., 2021. Beyond immediate relations: Understanding female collaborative networks. *Annual Meeting, European Group for Organizational Studies (EGOS)*. Amsterdam, Netherlands.
- Andrus, J., Sullivan, D., Gupta, V., Bort, J., 2021. You may not notice, but it's still there: Gender bias in crowdfunding success. *Annual Meeting, Babson College Entrepreneurship Research Conference*. Virtual
- Scoresby, R., Smith, R., Syed, I., Andrus, J., 2020. New CEOs & regulatory focus: How cognition and context influence strategic change. *Annual Meeting, Southern Management Association*. Tampa Bay, Florida
- Andrus, J., Chen, Y., Wang, J., Reger, R., To tweet or not to tweet? The role of social media boycotts on market reaction. 2020. *Annual Meeting, Strategic Management Society*. London,

UK *Nominated for Best Paper award. *Stakeholder Strategy Interest Group prize for Most Practical Contribution

- Calvano, F., Andrus, J., Who wants to go next? The effect of board committee rotation on monitoring effectiveness. 2020. *Annual Meeting, Strategic Management Society*. London, UK ***Nominated for best paper by a PhD student.**
- Lee J., Andrus, J., Howard, M., 2020. When strong ties benefit innovation: The effects of attenuated gender role bias. *Annual Meeting, Strategic Management Society*. London, UK
- Chen, Y., Andrus, J., Reger, R., Tweet storms as social movements? Managing stakeholders in the social media era. *Annual Meeting, Academy of Management*. Vancouver, Canada
- A biological perspective to leadership and team processes. 2020. *Symposium presenter, Annual Meeting, Academy of Management*. Vancouver, Canada
- Neurodiversity and the future of work in entrepreneurial and organizational contexts. 2020. *Symposium participant, Annual Meeting, Academy of Management*. Vancouver, Canada
- Andrus, J., Sullivan, D., Withers, M., Scoresby, R. 2019. Betting on the jockey: The influence of institutional investors on director mobility. *Annual Meeting, Strategic Management Society*. Minneapolis, MN
- Andrus, J., Lee, J., Hom, P. 2019. The effects of local labor markets on executive mobility. *Annual Meeting, Strategic Management Society*. Minneapolis, MN
- Montgomery, W., Andrus, J., Hiatt, S. 2019. Addressing grand challenges in water: A management perspective. *Showcase Symposium, Annual Meeting, Academy of Management*. Boston, MA
- Andrus, J., Callery, P., Grandy, J. 2019. Drivers and impacts of voluntary disclosure of environmental performance. *Annual Meeting, Academy of Management*. Boston, MA
- 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.

SERVICE RENDERED

Dissertation Committee Chair (2019-2024) – Yan (Nancy) Chen
Dissertation Committee Chair (2018-2023) – Jieun Lee

Dissertation Committee Member (2018-2024) – Alan Cannaday (Computer Science), Jiwoong Jung (School of Government and Public Affairs),
Search Committee Chair (2023) for three Strategy positions
Search Committee Chair (2022) for Senior Strategy position
ExecMBA Restructuring Committees (2023)
Technology Committee (2023-Present)
Various Search Committees
Ad hoc reviewer for *Organization Science* and *Journal of Management*

WORKSHOPS AND COMMUNITY OUTREACH

April 26th, 2024. Imposter Syndrome and the Leadership Mindset. ~300 participants.
March 18th, 2022. Negotiation and conflict management. Workshop with 180 participants.
November, 11, 2021. Opportunities for advancement: Gender bias in workplace. Virtual workshop with 90 participants.
Summer, 2020. 8-week neurodiversity and entrepreneurship workshop with 15 autistic students.

EDUCATION

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

MEDIA COVERAGE

February 28, 2024 – Research spotlight: Management insights from the Trulaske College of Business <https://business.missouri.edu/about/news/research-spotlight-management-insights-trulaske-college-business>
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

University of Missouri:
MGMT 8970 Strategic Management (2021-23)
MGMT 4970 Strategic Management (2018-2024)
Texas A&M:
MGMT 466 Strategic Management (2017-2018)

PROFESSIONAL EXPERIENCE

Assistant Professor <i>Trulaske School of Business, University of Missouri</i>	July 2018 – Present Time <i>Columbia, Missouri</i>
Research Associate <i>Mays School of Business, Texas A&M University</i>	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>

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)
Strategic Management Society (SMS)
Registered Professional Engineer

REFERENCES

Available Upon Request