

## **James R. Van Scotter II**

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Updated: July 1, 2014

### **EDUCATION**

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**Ph.D.**            **University of Florida, Gainesville, FL, August 2014**  
Major: *Management/Strategic Management*

**Dissertation:** CEO PERSONALITY IN STRATEGIC RESEARCH: AN ALTERNATIVE APPROACH.  
Narcissism and the Big 5 personality traits of 102 CEO's are measured using 'thin slice' exposure to video clips. The thin slice measurement approach is systematically compared with an unobtrusive archival measurement approach for examining CEO personality effects on financial performance and returns to shareholders.

Dissertation Committee Chair: Henry L. Tosi  
Committee Members: Amir Erez, Timothy A. Judge, John D. Kammeyer-Mueller, Gwendolyn Lee, James J. Algina

**M.B.A.**            **University of Florida, Gainesville, FL, May 2007**  
Concentrations: Management and Entrepreneurship

**B.A.**            **University of Florida, Gainesville, FL, May 2006**  
Major: Cultural Anthropology  
Honors: *summa cum laude*

### **PUBLICATIONS**

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Tosi, H. & **Van Scotter II, J.R.** (2010) "Is Your CEO Worth It? Don't Be Seduced by Charisma."  
*IESE Insight Review*. Vol. 7, pp. 21-27.

### **REFERREED CONFERENCE PROCEEDINGS**

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Garg, S., & **Van Scotter II, J.R.** (2011) "A Trait and Context Model of Entrepreneurial Persistence Behavior." *Proceedings of the Southern Management Association*.

Garg, S., & **Van Scotter II, J.R.** (2010) "A Multilevel Perspective on the Determinants of Entrepreneurial Persistence," *Proceedings of the Southern Management Association*.

## **MANUSCRIPTS IN PREPARATION FOR SUBMISSION**

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**Van Scotter II, J.R.**, & Tosi, H.L., "CEO Personality in Strategic Research: An Alternative Approach." Target: *Administrative Science Quarterly* (Aug 2014)

**Van Scotter II, J.R.**, "What I Like About You: Impact of CEO Personality on Analysts' Recommendations and Shareholder Returns." Target: *Strategic Management Journal* (Aug 2014)

**Van Scotter II, J.R.**, "Beyond Board Composition: Effect of Multiple Roles of Compensation Committee Chairmen on CEO Pay," Target: *Academy of Management Journal* (Jan 2015)

**Van Scotter II, J.R.**, "Toward a Theory of Common Agency in the Upper Echelons," Target: *Academy of Management Review* (Apr 2015)

Garg, S., & **Van Scotter II, J.R.** "A Trait and Context Model of Entrepreneurial Persistence Behavior." Target: *Entrepreneurship Theory and Practice* (Dec 2014)

## **CONFERENCE PRESENTATIONS**

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**Van Scotter II, J.R.**, "What I Like About You: Impact of CEO Personality on Analysts' Recommendations and Shareholder Returns." Accepted for presentation and nominated for the Best Conference Paper award at **Strategic Management Society, Madrid, Spain, 2014.**

**Van Scotter II, J.R.**, "Toward a Theory of Common Agency in the Upper Echelons," Presented at **Strategic Management Society, Miami, Florida, 2011.**

**Van Scotter II, J.R.**, "Beyond Board Composition: Effect of Multiple Roles of Compensation Committee Chairmen on CEO Pay," Presented at **Strategic Management Society, Miami, Florida, 2011.**

Garg, S., & **Van Scotter II, J.R.** "A Trait and Context Model of Entrepreneurial Persistence Behavior," Presented at **Southern Management Association, Savannah, Georgia, 2011.**

**Van Scotter II, J.R.**, "CEO Succession, Tenure, and Managerial Discretion Effects on Corporate Giving Strategies," Presented at **Strategic Management Society, Rome, Italy, 2010.**

**Van Scotter II, J.R.**, "M&A Capabilities in Regulated Environments and Merger Performance after Deregulation among U.S. Financial Services Firms," Presented at **Strategic Management Society, Rome, Italy, 2010.**

Garg, S., & **Van Scotter II, J.R.** "A Multilevel Perspective on the Determinants of Entrepreneurial Persistence," Presented at **Southern Management Association, St. Petersburg, Florida, 2010.**

**Van Scotter II, J.R.**, “Implications of Multiple-Agency in Compensation Committee Chairmanships,” Presented at **Academy of Management, Chicago, Illinois, 2009.**

## **SELECTED WORKS IN PROGRESS**

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**Van Scotter II, J.R.**, & Paruchuri, S. “Effects of Acquisition Experience Type on the Speed of Acquisitions Following Deregulation in the U.S. Banking Industry.” Target: Strategic Management Journal (Data Analysis Stage)

**Van Scotter II, J.R.**, & Shen, W., “Information Asymmetry in CEO Successions: A Theoretical Framework for CEO Turnover.” Target: Academy of Management Review (Writing Stage)

Judge, T.A., **Van Scotter II, J.R.**, Gabrāne, L., & Garg, S. “Traits and the Leadership Context: An Integrative Theory.” Target: Research in Organizational Behavior (Writing Stage)

Tosi, H., Knippen, J., **Van Scotter II, J.R.**, & Garg, S. “Reexamining Agency Theory: Board Process and the Depersonalization of Shareholders.” Target: Administrative Science Quarterly (Data Collection Stage)

Judge, T.A., Simon, L.S., **Van Scotter II, J.R.**, & Long, D. “A Meta-analysis of Narcissism and Machiavellianism.” Target: Journal of Applied Psychology (Data Collection Stage)

**Van Scotter II, J.R.** “Strategic Leadership: Validation of a Leadership Measure Based on Sun Tzu’s ‘Art of War.’” Target: Academy of Management Journal (Data Collection Stage)

## **PROFESSIONAL ACTIVITIES**

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Reviewer, Strategic Management Society Annual Meetings 2008-2014

Reviewer, Academy of Management Annual Meetings 2008-2014

Ad-hoc Reviewer, Managerial and Decision Economics Journal

Member, Academy of Management, Strategic Management Society, Southern Management Association.

BPS Doctoral Consortium, Academy of Management, 2011

LINKS Intermediate Social Network Analysis, University of Kentucky, 2009

## **COURSES TAUGHT**

	<b>Teaching Evaluation</b>	<b>Semester</b>	<b>#Students</b>	<b>School</b>
BUAD6500 Strategic Management (MBA)	NA/6.00	Summer 2014	15	UCCS
BUAD4000 Business, Government & Society (Traditional)	NA/6.00	Summer 2014	30	UCCS
BUAD4000 Business, Government & Society (Online)	4.50/6.00	Spring 2014	23	UCCS
BUAD3000 Integrative Skills for Management (Traditional)	4.40/6.00	Spring 2014	43	UCCS
BUAD1000 Introduction to Business (Traditional)	4.70/6.00	Spring 2014	40	UCCS
MGT301 Perspectives on Organizational Behavior (Online)	4.00/4.00	Fall 2013	15	CSUG
MGT302 Modern Organization Theory (Online)	3.50/4.00	Summer 2013	9	CSUG
MAN4970 Senior Honors Thesis Research (Mentoring)	5.00/5.00	Spring 2013	4	UF
MAN4723 Strategic Management (Interactive Learning)	4.58/5.00	Spring 2013	29	UF
MAN4723 Strategic Management (Interactive Learning)	4.38/5.00	Spring 2013	29	UF
MAN4723 Strategic Management (Interactive Learning)	4.92/5.00	Fall 2012	29	UF

MAN4905 Supervised Study/ Research (Mentoring)	5.00/5.00	Fall 2012	2	UF
MAN3240 Organizational Structure & Behavior (WEB class)	4.41/5.00	Fall 2011	207	UF
MAN3240 Organizational Structure & Behavior (Traditional)	4.32/5.00	Fall 2011	42	UF
MAN4723 Strategic Management (Traditional)	4.65/5.00	Spring 2011	56	UF
MAN4723 Strategic Management (Traditional)	4.23/5.00	Spring 2010	23	UF

## TEACHING ASSISTANTSHIPS & TUTORING

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Global Strategic Management (MBA)	2013
Power and Politics in Organizations (MBA)	2010
Strategic Management (MBA)	2008-2009
Art and Science of Negotiation (MBA)	2008
Strategic Management (Undergraduate)	2007-2011
Organizational Behavior (Undergraduate)	2010-2011
Human Resources Management (Undergraduate)	2010
Fundamentals of Management (Undergraduate)	2006-2008
Ethnography and Cultural Anthropology (Undergraduate)	2003-2005

## TEACHING AWARDS

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Selected by Department for Graduate Teaching Award (Strategic Management; 2012)  
 Selected by Department for Graduate Teaching Award (Organizational Behavior; 2011)

## WORK EXPERIENCE

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<b>Assistant Professor of Strategic Management (Tenure Track)</b> University of Colorado at Colorado Springs	Aug 2014 – Present
<b>Visiting Instructor</b> University of Colorado at Colorado Springs	Jan 2014 – July 2014
<b>Adjunct Instructor (Business Management)</b> Colorado State University – Global Campus	Jun 2013 – Dec 2013
<b>Academic Tutor (Business Content)</b> University of Florida Athletic Association	Apr 2009 – Aug 2011
<b>Research &amp; Teaching Assistant (Strategic Management)</b> University of Florida	Aug 2007- May 2013
<b>Bio-Electromagnetic Laboratory Technician (R&amp;D)</b> Dykstra Laboratories, Inc: Electromagnetics and Life(startup venture) Gainesville, Florida	Apr 2002 – Jan 2006
<b>Satellite Communications/ Signal Transmission Specialist</b> ITT International Services Corporation, GmbH	Dec 1999 – Dec 2001 Bitburg, Germany
<b>Metrology Precision Measurement Lab Journeyman</b> United States Air Force	Nov 1995 – Dec 1999 Ramstein A.B., Germany

## REFERENCES

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Henry L. Tosi  
Professor of Management  
University of Florida  
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