

Federico Aime

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DEGREES

- Doctor Honoris Causa**, MOI UNIVERSITY Kenya
- Ph.D. (*Management*)**, MICHIGAN STATE UNIVERSITY, East Lansing, MI
- MBA**, UNIVERSITY OF NORTH CAROLINA Chapel Hill, NC
- B.Sc. (*Business Administration*)** UNIVERSIDAD CATOLICA Argentina

PUBLICATIONS

Petrenko, O.V., Aime, F., Hill, A., & Ridge, J. (2016) Corporate Social Responsibility or CEO Narcissism? CSR Motivations and Organizational Performance. *Strategic Management Journal* 36, 262-279.

Ridge, J., Hill, A., and Aime, F. (2016) Implications of multiple concurrent pay comparisons for top team turnover. *Journal of Management* – forthcoming

Ridge, J., Aime, F., and White, M. (2015) When Much More of a Difference Makes a Difference: Social Comparison and Tournaments in CEO's Top Teams. *Strategic Management Journal*, 36, 618-636.

Pryor, I., Aime, F., and Humphrey, S.E. (2015) New Venture Team Flexibility and its influence on innovation and performance. *Academy of Management Proceedings*.

Humphrey, S. E. and Aime, F. (2014) Team microdynamics: Towards an organizing approach to teamwork. *Academy of Management Annals*, 8, 443-503.

Aime, F., Humphrey, S. E., DeRue, D. S., and Paul, J. (2014) The riddle of heterarchy: Power transitions in cross-functional teams. *Academy of Management Journal*, 57, 327-352.

Tarus, D.K., Aime, F. (2014) Board Demographic Diversity, Firm Performance and Strategic Change: A Test of Moderation. *Management Research Review*, 37

Humphrey, S.E., Aime, F., Cushenbery, L., Hill, A., Fairchild, J. (2014) Team conflict dynamics: A multi-level longitudinal view of conflict for team performance. *Academy of Management Proceedings*.

Petrenko, O., Aime, F., Ridge, J., and Hill, A. (2013) The hidden nature of Corporate Social Responsibility: An inquiry into personal motivations. *Academy of Management Proceedings*.

Zinko, R., Ferris, G. R., Humphrey, S. E., Meyer, C. J. and Aime, F. (2012) Personal reputation in organizations: Two-study constructive replication and extension of antecedents and consequences. *Journal of Occupational and Organizational Psychology*, 85, 156 – 180.

Aime, F., Van Dyne, L, and Petrenko, O. (2011) Role innovation through employee social networks: The embedded nature of roles and their effect on job satisfaction and career success. *Organizational Psychology Review*, 4, 339-361.

DeGroot, T., Aime, F., Johnson, S. G., and Klumper, D. (2011) Does talking the talk help walking the walk? An examination of the effect of vocal attractiveness in leader effectiveness. *Leadership Quarterly*, 22, 680-689.

Aime, F., Johnson, S. G., Ridge, J. W., and Hill, AD. (2010) The routine may be stable but the advantage is not: Competitive implications of key employee mobility. *Strategic Management Journal*, 31, 75–87.

Aime, F., Meyer, C. J., & Humphrey, S. E. (2010). Legitimacy of group rewards: Analyzing legitimacy as a condition for the effectiveness of group incentive designs. *Journal of Business Research*, 63, 60-66.

Aime, F., and Van Dyne, L. (2010). Bringing social structure to both sides of an issue: How proximal and distal ties interact with minority and majority positions to affect influence in workgroups. In R. Martin & M. Hewstone (Eds.), *Minority influence and innovation: Antecedents, processes, and consequences* (pp. 312-340). New York: *Psychological Press*.

McNamara, G., Aime, F., and Vaaler, P. 2005. Is performance driven by industry- or firm-specific factors? A Response to Hawawini, Subramanian, and Verdin. *Strategic Management Journal*, 26, 1083-1086.

MANUSCRIPTS INVITED FOR RESUBMISSION

Aime, F., McNamara, G., and Kolev, K. Corporate strategy and the BTOF: Examining the moderating influence of diversification and firm actions in response to attainment discrepancy and slack resources. (*Strategic Management Journal- 2nd round review*)

Aime, F., Ridge, J., Hill, A. Moving away from the Joneses? Social comparison processes and executive moves to higher ranking positions in lower prestige firms. (*Strategic Management Journal – 2nd review*)

Hill, A., Aime, F., Ridge, J. The performance implications of similarity in resource combinations: The case of Major League Baseball (*Strategic Management Journal – 3rd round review*).

MANUSCRIPTS UNDER REVIEW

Ridge, J., Petrenko, O., Aime, F., and Hill, A. A lens into individual characteristics: The videometric approach (under review at *JMS*).

Frank, K., Booth, G., Lo, Y., Aime, F., and Kallunki, J. Social embeddedness and the dissolution of trading relationships on the Helsinki stock exchange (under review at *Journal of Risk and Financial Management*)

SELECTED WORK IN PROGRESS

Hill, A., Aime, F., Ridge, J., and Petrenko, O. A Videometric replication and extension of the hubris hypothesis: premiums paid and CEO self-views.

Aime, F., Humphrey, S., Petrenko, O., Ridge, J., and Hill, A. The cosmetics of leadership: Understanding the fading effects of CEO charisma on organizational performance.

Humphrey, S. E., Aime, F., Cushenberry, L., Hill, A. D., & Fairchild, J. Teams as dyads: A model for conceptualizing and studying teamwork. (*Academy of Management Journal- R&R*).

Aime, F., Frank, K., and Wiseman R. M. From Holes or Closure to Holes and Closure: Value Creation and Value Appropriation in Strategic Alliances. (Reject and Resubmit at *Administrative Science Quarterly*).

Aime, F., Humphrey, S. The Ludic Effect: Playing your way through the glass ceiling.

Aime, F. Firm characteristics and network potential for value creation and value appropriation in strategic alliances.

Aime, F., Mannor, M., Humphrey, S., and Barktus, V. Playing in the top office: Ludic Chief Executive officers and their effect on organizational processes and organizational decision making.

Aime, F., Ridge, J., Hill, A. You cannot win if you don't run: A Tournaments perspective to CEO succession.

Quade, M., Hill, A., Aime, F., and Ridge, J. Firm Governance in Response to Complexity: The Checks and Balances of Executive Discretion and Board Monitoring.

AWARDS, FELLOWSHIPS, AND FUNDING

Doctor of Science –Honoris Causa- In recognitions of his research and his contribution to scholarship and the advancement of management science in Africa. Moi University, Kenya, December, 2013.

Smeal Competitive Research Grant (June 1, 2009 - August 30, 2009).

Richard W. Poole Research Excellence Award, Spears School of Business, Oklahoma State University. (January 2014, August 2013, August 2009).

The Harold F. Wein Memorial fellowship -for research on environmental protection, corporate competition, and small business development (2002, 2003, 2005).

REPRESENTATION

Selected National and International Conferences Representation

Petrenko, O. V., Aime, F., & Sagarnaga, J. (2014). External agency: Redefinition of ex ante value in agency relationships. Strategic Management Society Annual Conference, Madrid, Spain.

Aime, F., Humphrey, S., Petrenko, O. V., Hill, A., & Ridge, J. (2014). The cosmetics of leadership: Understanding the fading effects of CEO assertiveness and charisma on market performance. Strategic Management Society Annual Conference, Madrid, Spain.

Petrenko, O.V., Hill, A., Aime, F., & Ridge, J. (2014). The videometric approach: Measuring unobservable individual constructs. Academy of Management Annual Meeting, Philadelphia, PA.

Petrenko, O.V., Hill, A., Aime, F., & Ridge, J. (2013). Using observational ratings in upper echelons research. Strategic Management Society Annual Conference, Atlanta, Georgia.

Petrenko, O., Aime, F., Hill, A. D., Ridge, J., Academy of Management Annual Meeting, "Hidden nature of corporate social responsibility: An inquiry into personal motivations.," Academy of Management Annual Meeting, Lake Buena Vista, FL. (2013).

Humphrey, S. E., Min, S.W., Aime, F., Petrenko, O., Quade, M., Academy of Management Annual Meeting, "Reactions to new high status team members: A model of local status rebalancing," Academy of Management Annual Meeting, Lake Buena Vista, FL. (2013).

Invited panel expert at conference wide session on leadership characteristics. Southern Academy of Management Annual Meeting, New Orleans, LA. (2013)

Aime, F., Petrenko, O., Hill, A. D., Ridge, J., Strategic Management Society Annual Meeting, "Narcissists can save the world: CEO characteristics and corporate social responsibility," Strategic Management Society, Prague, Czech Republic. (2012).

Ridge, J., Hill, A. D., Aime, F., Petrenko, O., Academy of Management Annual Meeting, "Pay structure implications for turnover in the CEO's top team," Academy of Management, Boston, MA. (2012). Presentation included in the Academy of Management Annual Meeting Proceedings.

Hill, A., Aime, F., Ridge, J., Equity or equality in pay dispersion? The effects of Pay and contribution dispersion on organizational performance Strategic Management Society. (2011) nominated for best conference paper award.

Petrenko, O., Hill, A. D., Aime, F., Southern Management Association Annual Conference, "Corporate Divestment: Examining the effects of CEO Self-Interest," Southern Management Association, Savannah, GA. (2011).

Ridge, J., Aime, F., Hill, A. D., Strategic Management Society Annual International Conference, "Big Winners and Sore Losers: Competition and Eligibility in the CEO Succession Process," Strategic Management Society, Miami, FL. (2011).

Hill, A. D., Ridge, J., Aime, F., Strategic Management Society Annual International Conference, "Pay For Performance? Evidence That Pay and Contribution Dispersions Work in Concert to Affect Organizational Performance," Strategic Management Society, Miami, FL. (2011).

Aime, F., Shamsie, J., Johnson, S., Annual Meeting, "A Blending of Spices: Knowledge Integration in Bollywood Film Production," Academy of Management, Montreal Canada. (2010).

Shamsie, J., Aime, F., Johnson, S., Special Conference in India, "A Blending of Spices: Knowledge Integration in Bollywood Film Production," Strategic Management Society, Hyderabad, India. (2008).

Aime, F., Annual Meeting, "Cooperation and Competition in Strategic Alliances: How Network Structure Affects Alliance Success," Academy of Management, Anaheim CA. (2008).

Mishina, Y., Shamsie, J., Mannor, M., Aime, F., 24th EGOS Colloquium, "The Role of Financial Resources, Experience, and Working Relationships on the Success of Film Projects," Vrije University, Amsterdam The Netherlands. (2008).

Mannor, M. J., Mishina, Y., Shamsie, J., & Aime, F. The Role of Resources and Experience on the Success of Film Projects. Paper presented at Babson College Entrepreneurship Research Conference, Madrid, Spain. (2007).

Aime, F., & Wiseman, R.. Looking Inside Alliance Performance: Reconciling Conflicting Explanations Of the Value of Alliance Network Structure. Presented at the Strategic Management Society Conference, Vienna, Austria. (2006).

Aime, F. Collaborating and Competing? On the Dynamics of Value Creation and Value Appropriation in Strategic Alliances. At International Sunbelt Social Network Conference, Vancouver, Canada. (2006).

Cognition and Strategy. Chair for the session at the Academy of Management Meetings, Honolulu, Hawaii, 2005.

Technology and Inter-organizational Systems. Facilitator for the session at the Academy of Management Meetings, New Orleans, Louisiana, 2004.

Aime, F. (2003). Mutual Coordination: The Social Matrix of Work. Presented at the Academy of Management Meetings, Seattle, WA.

Also, presented at seminars at multiple schools nationally and internationally, practitioner events, and several additional conferences.

SERVICE

Board Member at the Journal of Management, and ad-hoc reviewer at AMJ, SMJ, Org. Science, OPR, and ASQ.

Leads a Faculty development program for Kenya, Africa.

OTHER RESEARCH RELATED ACTIVITIES

Journal Board Member: Journal of Management

Journal Ad-hoc reviewer: Academy of Management Journal, Strategic Management Journal, Administrative Science Quarterly, Organizational Psychology Review, Journal of Management.

International Scholarship Development: Works on international scholar development initiatives in Africa and the Americas, including a faculty development initiative in collaboration with MOI University, Kenya, which has successfully increased the number of Ph.D. qualified faculty for the School of Business and Economics and is currently addressing pedagogical development in faculty ranks and several other capability initiatives.

Dissertation Committees: Aaron Hill, Jason Ridge, Naneida Alcala (economics), Oleg Petrenko, and numerous other doctoral dissertation committees at OSU and other international schools.

PROFESSIONAL AFFILIATIONS

- American Association for the Advancement of Science
- Academy of Management
- Strategic Management Society