

Federico Aime
Spears School of Business, Oklahoma State University
469 Business Building, Stillwater, OK 74078-4011
Mobile: +1 405-564-3601
Email: aime@okstate.edu | External email: faim@external.unav.es

ACADEMIC POSITIONS

2017 – Professor of Strategic Management
William S. Spears Chair of Business Administration
University of Oklahoma, Spears School of Business

2022 – Invited Professor of Strategic Management
Universidad de Navarra, *Spain*

2012 – 2016 Associate Professor of Strategic Management
William S. Spears Chair of Business Administration
University of Oklahoma, Spears School of Business

2014 – 2016 Invited Professor of Strategic Management
Universidad Torcuato Di Tella, *Argentina*

2006 – 2012 Assistant Professor of Strategic Management
William S. Spears Chair of Business Administration
University of Oklahoma, Spears School of Business

EDUCATION

Michigan State University, Eli Broad College of Business
Ph.D., Business Administration (Strategic Management), 2007 East Lansing, MI

University of North Carolina, Kenan-Flagler Business School
MBA, 1996 Chapel Hill, NC

Universidad Católica Argentina
B.Sc. (Business Administration), 1990 Buenos Aires, Argentina

HONORARY DEGREE

Moi University
Doctor of Science - Honoris Causa, 2013 Kenya

PUBLICATIONS

* denotes Ph.D. student at project initiation, ** denotes former Ph.D. student

Chandler*, J. A., Petrenko**, O. V., Hayes, N., Blake*, A. B., & Aime, F. (2023). Do the personal attributes of CEOs matter in the IPO pricing process? An examination of charisma and humility. *Strategic Entrepreneurship Journal*, 17(2), 266- 290.

Recendes*, T., Aime, F., Hill**, A. D., & Petrenko**, O. V. (2022). Bargaining your way to success: The effect of Machiavellian chief executive officers on firm costs. *Strategic Management Journal*, 43(10), 2012–2041.

Min*, S. W., Humphrey, S. E., Aime, F., Petrenko**, O. V., Quade, * M. J., & Fu*, S. (Q.). (2022). Dealing with new members: Team members' reactions to newcomer's attractiveness and sex. *Journal of Applied Psychology*, 107(7), 1115–1129.

Deng*, Y., Wang, C. S., Aime, F., Wang, L., Sivanathan, N., & Kim, Y*. C. (2021). Culture and Patterns of Reciprocity: The Role of Exchange Type, Regulatory Focus, and Emotions. *Personality and Social Psychology Bulletin*, 47(1), 20-41.

Aime, F., Hill**, A. D., & Ridge**, J. W. (2020). Looking for respect? How prior TMT social comparisons affect executives' new TMT engagements. *Strategic Management Journal*, 41(12), 2185-2199.

Petrenko**, O. V., Aime, F., Recendes*, T., & Chandler*, J. A. (2019). The case for humble expectations: CEO humility and market performance. *Strategic Management Journal*, 40(12), 1938-1964.

- Featured by [Wall Street Journal: Why investors might want to bet on humble CEOs](#) and [Fox Business: Why humble CEOs make a better investment](#) , among others.

Hill**, A., Petrenko**, O.V., Ridge**, J., & Aime, F. (2018). Videometric Measurement of Individual Characteristics in Difficult to Access Subject Pools: Demonstrating with CEOs. In Ketchen, D. & Bergh, D, eds: *Research Methodology in Strategy and Management*, Emerald.

Humphrey, S. E., Aime, F., Cushenbery, L., Hill**, A. D., and Fairchild*, J. (2017). Team conflict dynamics: Implications of a dyadic view of conflict for team performance. *Organizational Behavior and Human Decision Processes*, 142, 58-70.

Hill**, A., Aime, F., and Ridge**, J. (2017). The performance implications of similarity in resource combinations: The case of Major League Baseball. *Strategic Management Journal*, 38, 1935-1947.

- Featured by *Harvard Business Review*: May 2017: 10 Years of Data on Baseball Teams Shows When Pay Transparency Backfires

Ridge**, J., Hill**, A., and Aime, F. (2017). Implications of multiple concurrent pay comparisons for top team turnover. *Journal of Management*, 43, 671-690.

Petrenko*, O.V., Aime, F., Hill*, A., and Ridge*, J. (2016). Corporate social responsibility or CEO narcissism? CSR motivations and organizational performance. *Strategic Management Journal*, 36, 262-279.

■ Highly cited paper – Web of Science

- 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.
- 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.
- 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 Kluemper[✱], 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[✱], A. D. (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., and 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 and 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

Titles were removed to maintain the integrity of the double-blind review process

Recendes, T., Hill, A., Aime, F., and Petrenko, O. @ *Journal of Applied Psychology*, 3rd round

Recendes, T., Aime, F., Petrenko, O., & Wang, C. S. @ *Strategic Management Journal*

Aime, F., Humphrey, S. E., @ *Organizational Science*

MANUSCRIPTS UNDER REVIEW

Titles were removed to maintain the integrity of the double-blind review process

Aime, F., Recendes, T. @ Academy of Management Review

Aime, F., Kabra, A. @ Nature Human Behavior

Aime, F., Petrenko, O. @ Administrative Science Quarterly

HONORS & AWARDS

Regents Distinguished Research Award, Oklahoma State University, 2018.

Academy of Management Conference Best Student-Led Paper Award, Bargaining, CEO Machiavellianism, and organizational performance, 2018

Strategic Management Society Conference Best Interdisciplinary Paper Award, The Effect of Lower Expectations on Market Performance, 2017

Doctor of Science (Honoris Causa), in recognition of contribution to scholarship and the advancement of management science in Africa. Moi University, Kenya, 2013.

Leave Down the Ladder Award, University-wide award in recognition of outstanding mentorship and encouragement which enables others to reach their fullest potential. Oklahoma State University, 2014.

Smeal Competitive Research Grant, Pennsylvania State University, 2009.

Richard W. Poole Research Excellence Award, Spears School of Business, Oklahoma State University, 2009, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023.

The Harold F. Wein Memorial Fellowship, awarded to conduct research on environmental protection, corporate competition, and small business development, 2002, 2003, 2005.

INVITED PRESENTATIONS OF MY RESEARCH

2022. Organizational Performance Identities and decision making. Invited Presentation - *Vienna University of Economics and Business*.

2021. Organizational identity and employee evaluations. Invited Presentation - *University of Maryland*.

2018. Organizational identity and employee evaluations. Invited Presentation - *Oxford University — Centre for Corporate Reputation*.

2017. Dealing with new members: Team members’ reactions to newcomer’s attractiveness and sex. Invited presentation at the *University of Rotterdam*.
2015. Making sense of personality patterns in executive teams. Invited presentation at *Universidad DiTella, Buenos Aires*.
2015. The Cosmetics of Leadership: Understanding the Fading Effects of CEO Assertiveness and Charisma on Market Performance. Invited Presentation at *Oxford University —Centre for Corporate Reputation*.

SERVICE, OUTREACH, & SOCIAL ENGAGEMENT

International Development Engagements

International Scholarship Development, Kenya: Envisioned, co-secured funding for, launched, and led a scholar development initiative in collaboration with Moi University. This program successfully increased the number of Ph.D.-qualified research faculty (graduating 52 PhDs) and enhanced pedagogical development and diversity inclusion (by gender and tribe) across faculty ranks. Self-reliant since 2020.

International Scholarship Development, Mexico: Led scholar development initiatives in Mexico (Puebla, 2017, 2019) to support research and pedagogical development across professor ranks.

International Work on Economic Development for Minority Groups: Collaborated with focal universities to develop initiatives aimed at community and business development for minority groups. This work includes projects for Eldoret, Kenya (2012-2014), and a new initiative launching in Jujuy, Argentina, focused on empowering women in predominantly indigenous populations.

International work on Economic development research: Co-led a broad research initiative into the working experiences of factory employees in border “maquiladora” facilities in Chihuahua, Mexico.

External appointments & editorships

- 2021 – Panelist
National Science Foundation
- 2020 – Associate Editor
Long Range Planning
- 2008 – Editorial Board Member
Journal of Management

Ad Hoc Journal Reviewer

Administrative Science Quarterly, Academy of Management Journal, Strategic Management Journal, Organizational Psychology Review, Organizational Science, Long Range Planning, Journal of Management, Journal of Personality and Social Psychology, Journal of Applied Psychology.

Recent PhD students:

- Tessa Recendes (Assistant Professor, Pennsylvania State University)
- Oleg Petrenko (Associate Professor, University of Oklahoma)
- Jason Ridge (Professor, University of Arkansas)
- Aaron Hill (Professor, University of Florida)

PRESENTATIONS

Aime, F., Humphrey, S. E., Dimotakis, N. 2023. Team emergence through team public goods. Academy of Management Annual Meeting, Boston, MA.

Blake, A. B., Petrenko, O. V., Aime, F., Waldron, T., & Smith, J.B. 2023. The cost of CEO conflict orientation: Exploring the ramifications of CEO agreeableness. Academy of Management Annual Meeting, Boston, MA.

Blake, A. B., Petrenko, O. V., Aime, F., Waldron, T., & Akter M. 2021. Keeping nice in check: When a nice CEO is not so nice for the firm. Academy of Management Annual Meeting – Virtual.

Koparan, I and Aime, F. 2021. Psychology of Resource Pricing Decisions in Strategic Factor Markets” Academy of Management Annual Meeting – Virtual.

- *Distinguished paper award in competitive strategy and heterogeneity.*

Blake, A. B., Petrenko, O.V., Waldon, T., & Aime, F. 2020. CEO agreeableness: An investigation of managerial fit and TMT pay disparity in technologically intensive industries. Strategic Management Society Annual Conference, London, UK.

Phipps, S., Recendes, T., & Aime, F. 2020 Seeming vs. Doing: The influence of CEO political ideology, on firm CSR rhetoric and performance. Strategic Management Society Annual Meeting— London.

Recendes, T., Hill, A. D., Aime, F., Petrenko, O., and Ridge, J. 2018. Bargaining your way to success: CEO Machiavellianism and its effect on organizational costs and performance. Academy of Management Annual Meeting—Chicago, Illinois.

- *Best Student Led Paper award—Management and Organizational Cognition Division.*

Recendes, T., Aime, F., and Garcini, C., 2018. It’s who you are: Explaining the antecedents of new CEOs psychological profiles. Strategic Management Society Annual Meeting—Paris, France.

- Recendes, T., Aime, F., Petrenko, O., and Wang, C. S. 2018. The ambiguous trap of higher expectations: Female CEOs and market performance. Strategic Management Society Annual Meeting—Paris, France.
- Petrenko, O., Aime, F., Recendes, T. Xu, L. and Chandler, J. 2017. The external aspect of CEO humility: The effect of lower expectations on market performance. Strategic Management Society Annual Meeting—Houston, TX.
 ■ *Best Interdisciplinary Paper Award.*
- Recendes, T. and Aime, F. 2017. Organizational identity, strategic decisions, and ownership. Strategic Management Society Annual Meeting—Houston, TX.
- Humphrey, S. E., Johnson, T. D., Aime, F., and Macy, R. S. 2017. The rise of the celebrity employee: How permeable organizational boundaries unlock celebrity. Academy of Management Annual Meeting—Atlanta, GA.
- Recendes, T. Hill, A.D., Aime, F., Petrenko, O., and Ridge, J. 2016. The bright side of a dark construct: How machiavellian CEOs benefit their firms. Strategic Management Society Annual Meeting—Berlin, Germany.
- Aime, F., Humphrey, S. E., Petrenko, O. V., Hill, A., and Ridge, J. 2016. Understanding the fading effects of CEO assertiveness and charisma on market performance. Academy of Management Annual Meeting, Anaheim, CA.
 ■ *Selected as participant in Showcase Symposium*
- Aime, F., Humphrey, S. E. 2015. Studying emergence in teams using multiple methods. Academy of Management Annual Meeting, Vancouver, BC.
- Pryor, I., Aime, F., and Humphrey, S. E. 2015. New venture team flexibility and its influence on innovativeness and performance. Academy of Management Annual Meeting, Vancouver, BC.
- Petrenko, O. V., Aime, F., and 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., and 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., and Ridge, J. 2014. The videometric approach: Measuring unobservable individual constructs. Academy of Management Annual Meeting, Philadelphia, PA.
- Petrenko, O.V., Hill, A., Aime, F., and Ridge, J. 2013. Using observational ratings in upper echelons research. Strategic Management Society Annual Conference, Atlanta, Georgia.

- Petrenko, O., Aime, F., Hill, A. D., and Ridge, J. 2013. The Hidden nature of corporate social responsibility: An inquiry into personal motivations, Academy of Management Annual Meeting, Lake Buena Vista, FL.
- Humphrey, S. E., Min, S.W., Aime, F., Petrenko, O., and Quade, M. 2013. Reactions to new high status team members: A model of local status rebalancing, Academy of Management Annual Meeting, Lake Buena Vista, FL.
- 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., and Ridge, J. 2012. Narcissists can save the world: CEO characteristics and corporate social responsibility, Strategic Management Society, Prague, Czech Republic.
- Ridge, J., Hill, A. D., Aime, F., and Petrenko, O. 2012. Pay structure implications for turnover in the CEO's top team," Academy of Management Annual Meeting, Boston, MA.
- Hill, A., Aime, F, and Ridge, J. 2011. Equity or equality in pay dispersion? The effects of Pay and contribution dispersion on organizational performance. Strategic Management Society.
■ *Finalist for best conference paper award.*
- Petrenko, O., Hill, A. D., and Aime, F. 2011. Corporate divestment: Examining the effects of CEO self-interest, Southern Management Association, Savannah, GA.
- Ridge, J., Aime, F., and Hill, A. D. 2011. Big Winners and Sore Losers: Competition and Eligibility in the CEO Succession Process, Strategic Management Society, Miami, FL.
- Hill, A. D., Ridge, J., Aime, F. 2011. Pay for performance? Evidence that pay and contribution dispersions work in concert to affect organizational performance, Strategic Management Society, Miami, FL.
■ *Nominated for Best Paper Award and Best Paper for Practice Implications Award*
- Aime, F., Shamsie, J., and Johnson, S. 2010. A blending of spices: Knowledge integration in Bollywood film production, Academy of Management Annual Meeting, Montreal Canada.
- Shamsie, J., Aime, F., and Johnson, S. 2008. Special Conference in India, A blending of spices: Knowledge integration in Bollywood film production, Strategic Management Society, Hyderabad, India.
- Aime, F., 2008. Cooperation and competition in strategic alliances: How network structure affects alliance success," Academy of Management Annual Meeting, Anaheim CA.

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

Mannor, M. J., Mishina, Y., Shamsie, J, and Aime, F. 2007. The role of resources and experience on the success of film projects. Babson College Entrepreneurship Research Conference, Madrid, Spain.

Aime, F., and Wiseman, R. 2006. Looking inside alliance performance: Reconciling conflicting explanations of the value of alliance network structure. Strategic Management Society Conference, Vienna, Austria.

Aime, F. 2006. Collaborating and competing? On the dynamics of value creation and value appropriation in strategic alliances. International Sunbelt Social Network Conference, Vancouver, Canada.

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

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

Aime, F. 2003. Mutual coordination: The social matrix of Work. Academy of Management Annual Meeting, Seattle, WA.

NON-ACADEMIC WORK EXPERIENCE

Zurich Insurance and Financial Services Group, Argentina. *Country Consumer and Commercial Business Head, President Zurich Financial, Board of Directors Member. 1999 - 2002*

Citibank, *Cards Business Vice-president, Argentina and South Cone. 1997- 1999*

Citibank, *Cards Marketing Vice-president. 1996- 1997*

Design 103, Bangkok, Thailand. *Consultant. 1995*

Le Vignoble, *Marketing Director. 1993-1994*

Banca Nazionale del Lavoro, *New Products Vice-President. 1989-1992*

Banca Nazionale del Lavoro, *Product Manager, Electronic Banking. 1988-1989*

Cuisine & Vins Magazine *Entrepreneurial venture. 1984-1988*