

Kalin D. Kolev
College of Business Administration
Marquette University
Straz Hall 226, Milwaukee WI 53201
Phone: 414-288-3365 Email: kalin.kolev@marquette.edu

Work Experience

Marquette University <i>Associate Professor (with tenure)</i>	2021-now
Marquette University <i>Assistant Professor</i>	2014-2021
California State University, Fullerton <i>Assistant Professor</i>	2012-2014

Education

PhD Michigan State University <i>Strategic Management</i>	2007-2012
MBA University of Tulsa <i>Finance and Control Systems</i>	2005-2006
B.A. University of National and World Economy, Bulgaria <i>International Economic Relations</i>	1999-2003

Research Interests

My research focuses on behavioral decision perspectives and agency-based models to investigate managerial strategic choices and their impact on organizational outcomes. More specifically, I use behavioral and agency theories to focus on two research domains. First, I study the antecedents and outcomes of corporate restructuring activities, such as mergers and acquisitions, divestitures and diversification. Second, I study the processes that encompass corporate governance with an emphasis on how the interaction between CEOs and boards of directors impacts executive compensation and strategic risk taking.

Publications

Schijven, M., Kolev, K. D., & Haleblan, J. 2021. The Governance of Learning: Carrots, Sticks, and Stones in Acquisition Capability Development. *Strategic Organization*, DOI: 10.1177/14761270211027841.

- Kolev, K. D., & McNamara, G. 2020. The Role of Top Management Teams in Firm Responses to Performance Cues. *Strategic Organization*, DOI: 10.1177/1476127020962683.
- Dykes, B., Hughes-Morgan, M., Kolev, K. D., & Ferrier, W. 2020. Responding to Covid-19 with Speed and Agility. *MIT Sloan Management Review*, October 15, 2020.
- Bingham, C., Hendricks, B., Howell, T., & Kolev, K. D. 2020. Boomerang CEOs: What Happens When the CEO Comes Back?. *MIT Sloan Management Review*, September 17, 2020.
- Kolev, K. D., & McNamara, G. 2020. Board Demography and Divestitures: The Role of Gender and Racial Diversity on Divestiture Rate and Divestiture Returns. *Long Range Planning*, 53: 101881.
- Kolev, K. D., Hughes-Morgan, M., & Rehbein, K. 2021. The Role of Female Directors in the Boardroom: Examining Their Impact on Competitive Dynamics. *Business & Society*, 60: 811-843.
- Kolev, K. D., Wangrow, D., Barker, V., & Schepker, D. J. 2019. Board Committees in Corporate Governance: A Cross-Disciplinary Review and Agenda for the Future. *Journal of Management Studies*, 56: 1138-1193.
- Wangrow, D., Kolev, K. D., & Hughes-Morgan, M. 2019. Not All Responses Are the Same: How CEO Cognitions Impact Strategy When Performance Falls Below Aspirations. *Journal of General Management*, 44: 73-86.
- Dykes, B., Hughes-Morgan, M., Kolev, K. D., & Ferrier, W. 2019. Organizational Speed: A Review and Insights into Competitive Advantage. *Strategic Organization*, 17: 266-278.
- Kolev, K. D., & Haleblian, J. 2018. When Firms Learn from Prior Acquisition Experience. *Journal of Organization Design*, 7: 8.
- Dykes, B., & Kolev, K. D.* 2018. Entry Timing in Foreign Markets: A Meta-Analytic Review and Critique. *Journal of International Management*, 24: 404-416.
*(both authors contributed equally)
- Hughes-Morgan, M., Kolev, K. D., & McNamara, G. 2018. A Meta-Analytic Review of Competitive Aggressiveness Research. *Journal of Business Research*, 85: 73-82.
- Kolev, K., Wiseman, R. M., & Gomez-Mejia, L. 2017. Do CEOs Ever Lose? A Fairness Perspective on the Allocation of Residuals between CEOs and Shareholders. *Journal of Management*, 43: 610-637.
- Kolev, K. D. 2016. To Divest or Not to Divest: A Meta-Analysis on the Antecedents of Corporate Divestitures. *British Journal of Management*, 27: 179-196.

Ozkaya, H. E., Dabas, C., Kolev, K., Hult, G. T. M., Dahlquist, S. H., & Manjeshwar, S. A. 2013. An Assessment of Hierarchical Linear Modeling in International Business, Management, and marketing. *International Business Review*, 22: 663-677.

Haleblian, J., McNamara G., Kolev, K., & Dykes, B. 2012. Exploring Firm Characteristics that Differentiate Leaders from Followers in Industry Merger Waves: A Competitive Dynamics Approach. *Strategic Management Journal*, 33: 1037-1052.

Kolev, K., Haleblian, J., & McNamara, G. 2012. A Review of the Merger and Acquisition Wave Literature: History, Antecedents, Consequences and Future Directions. In D. Faulkner, S. Teerikangas, & R. Joseph (Eds.), *Handbook of Mergers & Acquisitions*: 19-39. Oxford: Oxford University Press.

Conference Proceedings

Kolev, K. D., Wuorinen, S., & McNamara, G. 2019. Red or Blue, What's the Difference? CEO Political Orientation and Acquisition Actions and Outcomes. *Academy of Management Proceedings*. DOI:10.5465/AMBPP.2019.16152.

Bingham, C., Hendricks, B., Howell, T., & Kolev, K. D. Boomerang CEOs: What Happens When the CEO Comes Back?. *Academy of Management Proceedings*. DOI:10.5465/AMBPP.2019.10550.

Kolev, K. D. 2018. The Role of Top Management Teams in Firm Responses to Performance Cues. *Academy of Management Proceedings*. DOI:10.5465/AMBPP.2018.10104

Hughes-Morgan, M., Kolev, K. D., & Rehbein, K. 2017. Understanding Competitive Dynamics: Does Board Diversity Matter?. *Academy of Management Proceedings*. DOI:10.5465/AMBPP.2017.15822

Schijven, M., Haleblian, J. M., & Kolev, K. D. 2017 The Governance of Learning: Carrots and Sticks in the Context of Acquisition Capability Development. *Academy of Management Proceedings*. DOI:10.5465/AMBPP.2017.13837

Kolev, K. D. 2016. Women on Corporate Boards: Examining Their Impact on the Quantity and Quality of Divestitures. *Academy of Management Proceedings*. DOI:10.5465/AMBPP.2016.10961

Dykes, B., & Kolev, K. D. 2016. Entry Timing in International Markets: Looking Back and Ahead for Opportunities. *Academy of Management Proceedings*. DOI:10.5465/AMBPP.2016.11691.

Kolev, K. D., McNamara, G., Gamache, D., & Mannor, M. 2015. Putting Back the Individual in BTOF: CEO Regulatory Focus and Firm Responses to Performance Cues. *Academy of Management Proceedings*. DOI:10.5465/AMBPP.2015.15044.

Bingham, C., Kolev, K. D., & Haleblian, J. 2015. Experience Schedules: Unpacking Experience Accumulations and Its Consequences. *Academy of Management Proceedings*. DOI:10.5465/AMBPP.2015.10877

Kolev, K. D. 2014. To Divest or Not to Divest: A Meta-Analysis of the Drivers of Corporate Divestitures. *Academy of Management Proceedings*. DOI:10.5465/AMBPP.2014.11806.

Kolev, K. D., & Wiseman, R. M. 2013. Do CEOs Ever Lose? The Undermining of Risk Sharing between the CEO and Shareholders. *Academy of Management Proceedings*. DOI:10.5465/AMBPP.2013.11663.

Manuscripts under Review

Kolev, K. D., Junghyun, M., & McNamara, G. Do She-EOs Still Experience Gender Bias? An Examination of Market Reactions to Female CEO Appointments. *Third Revise and Resubmit at Strategic Management Journal*.

Mah, Junghyun, Kolev, K. D., McNamara, G., Devers, C. Women in the C-suite: A review and agenda of the challenges, opportunities, and impact of female top executives. *Second Revise and Resubmit at Academy of Management Annals*.

Howell, T., Hendricks, B., Kolev, K. D., & Bingham, C. Boomerang CEOs: What Happens When the CEO Comes Back? *Revise and Resubmit at Strategic Entrepreneurship Journal*.

Markoczy, L., Kolev, K. D., & Qian, C. Choosing Who to (not) Harm: CEO Political Orientation and Corporate Social Irresponsibility. *Under Review at Journal of Management*.

Bingham, C., Kolev, K. D., & Haleblian, J. Experience Schedules: Unpacking Experience Accumulations and Its Consequences. *Reject and Resubmit at Strategic Management Journal*.

Working Manuscripts

Kolev, K. D., Wangrow, D., Schepker, D. J., & Barker, V. Variance Decomposition Analysis of the Impact of Committee Chairs. *Preparation for submission to Strategic Management Journal*.

Kolev, K. D., Wuorinen, S., McNamara, G., & Haleblian, J. Red or Blue: The Influence of CEO Political Orientation on Acquisition Behavior and Outcomes. *Preparation for submission to Strategic Management Journal*.

Kolev, K. D., Dykes, B., Hughes-Morgan, M., & Ferrier, W. Fast or Slow? A Meta-Analysis on the Performance Implications of Organizational Speed. *Preparation for submission to Journal of Management*.

Aime, F., McNamara, G., & Kolev, K. D. Corporate Strategy and the BTOF: Examining the Moderating Influence of Diversification on Firm Actions in Response to Attainment Discrepancy and Slack Resources. *Preparation for submission to Journal of Management*.

M., Kolev, K. D., Dykes, B., Hughes-Morgan, & Ferrier, W. The Dark Side of Agility. *Status: Writing of manuscript*.

Rehbein, K., Kolev, K. D., Baker, P., & Ward-Grosvold, J. How Do Corporate Boards Impact Firm Decisions Concerning Shareholder Activities? *Status: Writing of manuscript*.

Nair, K., Kolev, K. D., & Markoczy, L. The Role of CEO Political Orientation and CEO Succession. *Status: Data analysis*.

Conference Presentations

Kolev, K. D., Dykes, B., Hughes-Morgan, M., & Ferrier, W. 2021. Fast or Slow? A Meta-Analysis on the Performance Implications of Organizational Speed. Competitive Dynamics Virtual Conference.

Kolev, K. D., Junghyun, M., & McNamara, G. 2020. Does CEO Gender Bias Still Exist? An Examination of Market Reaction to Female CEO Appointments. Strategic Management Society Virtual Conference.

Kolev, K. D., Dykes, B., Hughes-Morgan, M., & Ferrier, W. 2020. Better Fast or Slow? A Meta-Analysis on the Organizational Speed-Firm Performance Relationship. Strategic Management Virtual Conference.

Kolev, K. D., Schepker, D. J., Wangrow, D., & Barker, V. 2020. The Board Committee Chair Effect: How Much Does It Contribute to Firm Performance. Strategic Management Society Virtual Conference.

Kolev, K. D., Wuorinen, S., & Haleblan, J. 2019. Red or Blue CEOs: Political Orientation and Acquisitions. Strategic Management Society Conference, Minneapolis, MN.

Markoczy, L., Kolev, K. D., & Qian, C. 2019. Choosing Who to (Not) Harm: CEO Political Orientation and Corporate Social Irresponsibility. Strategic Management Society Conference, Minneapolis, MN.

Bingham, C., Hendricks, B., Howell, T., & Kolev, K. D. 2019. Boomerang CEOs: What Happens When the CEO Comes Back?. Academy of Management Conference, Boston, MA.

Kolev, K. D., Wuorinen, S., & McNamara, G. 2019. Red or Blue, What's the Difference? CEO Political Orientation and Acquisition Actions and Outcomes. Academy of Management Conference, Boston, MA.

Kolev, K. D., Wuorinen, S., McNamara, G., & Haleblan, J. 2019. Red or Blue, What's the Difference? CEO Political Orientation and Acquisition Actions and Outcomes. Mergers & Acquisitions: State of the Art in Research and Practice Conference, London, UK.

Wangrow, D., Kolev, K. D., & Hughes-Morgan, M. 2018. Not All Responses Are the Same: How CEO Cognitions Impact Strategy When Performance Falls Below Aspirations. Strategic Management Society Conference, Paris, France.

Kolev, K. D. 2018. The Role of Top Management Teams in Firm Responses to Performance Cues. Academy of Management Conference, Chicago, IL.

Bingham, C., Kolev, K. D., & Haleblan, J. 2017. How Do Firms Accumulate Experience and What Are Its Consequences?. Strategic Management Society Conference, Houston, TX.

Hughes-Morgan, M., Kolev, K. D., & Rehbein, K. 2017. Benefits of Board Diversity: The Impact of Female Board Representation on Competitive Dynamics. Strategic Management Society Conference, Houston, TX.

Nominated for Best Paper Award.

Hughes-Morgan, M., Kolev, K. D., & Rehbein, K. 2017. Understanding Competitive Dynamics: Does Board Diversity Matter? Academy of Management Conference, Atlanta, GA.

Schijven, M., Kolev, K. D., & Haleblan, J. 2017. The Governance of Learning: Carrots and Sticks in the Context of Acquisition Capability Development. Academy of Management Conference, Atlanta, GA.

Kolev, K. D. 2016. Female Directors and Divestitures: How Female Representation on Corporate Boards Affects the Quantity and Quality of Divestitures. Strategic Management Society Conference, Berlin, Germany.

Schijven, M., Kolev, K. D., & Haleblan, J. 2016. The Governance of Knowledge. Strategic Management Society Conference, Berlin, Germany.

Dykes, B., Hughes-Morgan, M., Kolev, K. D., & Ferrier, W. 2015. Organizational speed: New insights into competitive advantage. Southern Management Association Conference, St. Petersburg, FL.

Kolev, K. D., McNamara, G., Gamache, D., & Mannor, M. 2015. Putting Back the Individual in BTOF: CEO Regulatory Focus and Firm Responses to Performance Cues. Strategic Management Society Conference, Denver, CO.

Kolev, K. D., Wiseman, R. M., Haleblan, J., & Conlon, D. 2015. Working Harder or Working Smarter? The Role of Corporate Directors' Overpayment on Mergers and Acquisitions. Strategic Management Society Conference, Denver, CO.

Dykes, B., Hughes-Morgan, M., Kolev, K. D., & Ferrier, W. 2015. Organizational speed in a competitive context. Strategic Management Society Conference, Denver, CO.

Kolev, K. D., McNamara, G., Gamache, D., & Mannor, M. 2015. Putting Back the Individual in BTOF: CEO Regulatory Focus and Firm Responses to Performance Cues. Academy of Management Conference, Vancouver, Canada.

Bingham, C., Kolev, K. D., & Haleblian, J. 2015. Experience Schedules: Unpacking Experience Accumulations and Its Consequences. Academy of Management Conference, Vancouver, Canada.

Kolev, K. D., Wiseman, R. M., & Gomez-Mejia, L. 2014. CEOs Win and Shareholders Lose: A Joint Agency-Justice Perspective on CEO Excess Returns. Strategic Management Society Conference, Madrid, Spain.

Kolev, K. D. 2014. To Divest or Not to Divest: A Meta-Analysis on the Antecedents of Corporate Divestitures. 2014. Academy of Management Conference, Philadelphia, PA.

Kolev, K. D., & Haleblian, J. 2013. The Moderating Role of Executive Discretion on the Relationship between Target-Managers' Turnover and Post-Acquisition Performance. Strategic Management Society Conference, Atlanta, GA.

Kolev, K. D., Wiseman, R., & Gamache, D. 2011. CEO Bargaining Power vs. Firm Bargaining Power: The Missing Links in the CEO Compensation Debate. Strategic Management Society Conference, Miami, FL.

Kolev, K. D., Wiseman, R., Gomez-Mejia, L., & Belin, M. 2011. Incentive Alignment as Remedy or a Symptom of Agency Problems: Potential for Opportunism and CEO Excess Returns. Academy of Management Conference, San Antonio, TX.

Aime, F., McNamara, G., & Kolev, K. D. 2011. Invited participation in the symposium "The Fog of Feedback: Performance Feedback Amidst Turbulent, Complex, and Ambiguous Environments. Academy of Management Conference, San Antonio, TX.

Kolev, K. D., Wiseman, R., & Belin, M. 2010. Are CEOs Rent-seeking? Role of CEO Celebrity, Risk, and Board Monitoring on CEO Pay. Strategic Management Society Conference, Rome, Italy.

Finalist for Best PhD Paper Award.

Kolev, K. D., Yuan, T., McNamara, G., & Belin, M. 2010. Consequences and Antecedents of Corporate Divestitures: A Meta-analysis. Strategic Management Society Conference, Rome, Italy.

McNamara, G., Aime, F., & Kolev, K. D. 2009. Corporate Strategy and the BTOF: Examining the Moderating Influence of Corporate Diversification. Strategic Management Society Conference, Washington, DC.

Haleblian, J., McNamara G., Dykes, B., & Kolev, K. D. 2009. Leaders and Followers in Industry Merger Waves. Academy of Management Conference, Chicago, IL.

Kolev, K. D. 2008. Transformational Leadership and Boards of Directors: The Mechanism of Priming and How CEOs Use It to Influence Their Corporate Boards. The Midwest Academy of Management Conference, St. Louis, MO.

Honors and Awards

Marquette University

Miles Fellow Researcher of the Year, College of Business	(2020-2022)
Miles Fund Research grant, College of Business	(2019-2020)
Research productivity bonus, College of Business	(2018-2021)
Travel grant, College of Business	(2017-2018)
Travel grant, Graduate School	(2015-2018, 2021)

California State University, Fullerton

Research Grant	(2013)
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Michigan State University

Fellowship from the Eli Broad Graduate School of Management	(2009-2011)
Finalist, Best PhD Paper Award, Strategic Management Society, Rome	(2010)
Research scholarship from the Eli Broad Graduate School of Management	(2008)

University of Tulsa

Graduation with distinction	(2006)
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University of National and World Economy, Bulgaria

Graduation with distinction, rank 1/200	(2003)
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Teaching Experience

Marquette University

Strategic Management (undergraduate level)
Strategic Management (graduate level)

California State University, Fullerton

Strategic Management (undergraduate level)
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Michigan State University

Strategic Management (undergraduate level)
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Organizational Service

Marquette University

College Service:

- Member, Task force on updating MBA/EMBA program assessment (2020)
- Member, Research committee (2019-current)
- Presenter, COBA Information Sessions (2019-current)
- Judge, Blue and Gold Ventures student presentations (2019)
- Member, Teaching committee (2015-2019)

Department Service:

- Chair, Journal Ranking Revision committee (2020)
- Co-chair, Strategic management faculty search committee (2015)

California State University, Fullerton

Department Service:

- Member, Special projects committee (2012-2014)
- Member, Strategic management faculty search committee (2013)

Professional Service

Conference service

- Session chair, Strategic Management Society Virtual Conference (2021)
- Session chair, Strategic Management Society Virtual Conference (2020)
- Session chair, Academy of Management Conference, Chicago, IL (2018)
- Session chair, Academy of Management Conference, Atlanta, GA (2017)
- Session chair, Strategic Management Society Conference, Berlin, Germany (2016)
- Session chair, Academy of Management Conference, Anaheim, CA (2016)
- Session chair, Strategic Management Society Conference, Madrid, Spain (2014)
- Session chair, Academy of Management Conference, Philadelphia, PA (2014)
- Participant, Doctoral student consortium, Academy of Management Conference, Montreal, CA (2010)
- Participant, PhD student consortium, Strategic Management Society Conference, Rome, Italy (2010)

Reviewing

Ad hoc reviewer:

- Strategic Management Journal
- Organization Science
- Journal of Management
- Long Range Planning
- Journal of Management Studies
- Strategic Organization
- British Journal of Management
- Journal of Business Research
- Journal of Organization Design
- California Management Review

Conference reviewer:

Academy of Management Annual Conference, 2008-current

Strategic Management Society Annual Conference, 2010-current

Memberships

Academy of Management

Strategic Management Society

Professional References

Gerry McNamara, Eli Broad Professor of Management
Eli Broad Graduate School of Management
Michigan State University
517-432-5527
mcnamara@bus.msu.edu

Robert Wiseman, The Eli Broad Legacy Fellow, Professor, Sr. Associate Dean
Eli Broad Graduate School of Management
Michigan State University
517-432-3508
wiseman@bus.msu.edu

Jerayr (John) Haleblan, Professor of Management, Associate Dean
School of Business Administration
University of California, Riverside
951-827-4848
john.haleblan@ucr.edu