

# Scott Kuban, Ph.D.

Freeman School of Business, Tulane University

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## EDUCATION

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### TEXAS A&M UNIVERSITY, MAYS BUSINESS SCHOOL

Ph.D. in Management

Focus: Business Strategy & Entrepreneurship

Dissertation: *All the Places We've Been: Top Managers' Prior Ties' Influence on Unrelated Acquisitions*

Committee: Dr. Laszlo Tihanyi (chair), Dr. Michael A. Hitt,  
Dr. R. Duane Ireland, Dr. Alina Sorescu

### UNIVERSITY OF TENNESSEE AT CHATTANOOGA

B.S. Business Administration with Highest Honors

Major: Management Minor: Computer Science

Departmental Honors Thesis:  
*A Practical Study of the Micro-Business*

## ACADEMIC EXPERIENCE

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Tulane University 2016 - Present  
Freeman School of Business  
Assistant Professor, Department of Management

Texas A&M University 2011 - 2016  
Mays School of Business  
Research Assistant, Department of Management

## WHITE HOUSE SPONSORED RESEARCH

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Hitt, M., Ireland, D., Boss, D., & Kuban, S. "Formal alliances in the telecommunications industry and their outcomes" sponsored research funded by the Department of Defense (DOD) and the National Institute of Standards and Technology on behalf of the Defense Production Act Committee's Telecom Study Group, which is co-chaired by the DOD and the White House Office of Science and Technology Policy. (White Paper, March 2013)

Hitt, M., Ireland, D., Boss, D., Kuban, S. & Josefy, M. “Formal and informal alliances in the telecommunications industry and their outcomes” sponsored research funded by the Department of Defense (DOD) and the National Institute of Standards and Technology on behalf of the Defense Production Act Committee’s Telecom Study Group, which is co-chaired by the DOD and the White House Office of Science and Technology Policy (White Paper, March 2014)

## PUBLICATIONS

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Josefy, M., Kuban, S., Ireland, D., & Hitt, M. “All things great and small: Organizational size, boundaries of the firm, and a changing environment.” *Academy of Management Annals*. 2015. DOI: 10.1080/19416520.2015.1027086

9.281 Impact Factor 17.129 5-Year Impact Factor #1 of 209 journals in category of "Management" #1 of 140 journals in category of "Business" \*2017 Journal Citation Reports (aom.org/annals, Nov 2018)

## UNDER REVIEW

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Nalick, M., Kuban, S., Ridge, J., Hill, A. “Too hot to handle and too valuable to drop: A short- and long-term view of firm reaction to political misconduct by exchange partners.”

Status: 2019 first round revise and resubmit *Academy of Management Journal*

Murray, A., Kuban, S., Josefy, M., Anderson, J., “A New Era of Corporate Governance? The Relationship Between Agents and Stakeholders in the New Era of Decentralized Autonomous Organizations”

Status: 2019 second round revise and resubmit *Academy of Management Perspectives*

Zardkoohi, A., Nalick, M., Kuban, Leonel, R., Bierman, L., “Flipping the Script: The Interplay Between Government Dependence and Firm Location Decision”

Status: 2019 first round revise and resubmit at *Strategic Organization*

## WORKS IN PROGRESS

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Howard, M., Kuban, S., Li, J., Josefy, M., Hitt, M., Ireland, R., “A Tale of Two Networks: How Inventor Collaboration and Knowledge Structure Networks Shape Innovations Following Acquisitions”

Nalick, M., Kuban, Ridge, J., M., Zardkoohi, A., Bierman, L., “Misaligned Political Expertise: Lobbying Activities in a Contrary Environment”

Nalick, M., Kuban S., Schijven, M., Bierman, L., & Xu, K., “Managerial opportunism or intentional bias: CEO personal political ideology and its effect on corporate political activity”

Zardkoohi, A., Nalick, M., Kuban, S., Schijven, M., Bierman, L., “Insourcing vs Outsourcing Lobbying Activities: A Transaction Costs Framework”

Kuban, S., Tihanyi, L., Hitt, M., Ireland, D. “All the places we’ve been: Top managers’ priorities’ influence on unrelated acquisitions”

Nalick, M., Kuban, S., Chin, M.K., Josefy, M., “My company will tell you what I think: CEO activism and firm engagement on controversial social issues”

Nalick, M., Kuban S., Gomez-Mejia, L., Campbell, J. “Executive capital vs. stigma: A configurational examination of executive exit after personal misconduct”

Josefy, M., Kuban, S., Hitt, M., Ireland, D. “The flow of innovation: How human and social capital explain firm innovative capabilities”

Kuban, S., Wesley, C., Nalick, M., “The Influence of Politician Directors on Regulatory Penalties in the Aftermath of Executive Malfeasance”

#### EARLY STAGE PROJECTS

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Nalick, M., Kuban, S., Ridge, J., Hill, A. “The stain of stigma: Do firms punish parties when reestablishing political ties after a scandal”

Kuban, S., Withers, M., Josefy, M., Hitt, M., Ireland, D. “The differing effects of sent, received, and neutral board interlocks on innovation”

Kuban, S., Carnes, C., Josefy, M. “Strategic reinvention: Changing the game when the rules change”

Harrison, J., Kuban, S., Nalick, M., “CEO Political Ideology and Corporate Social Responsibility: A Replication and Extension”

#### CONFERENCE PRESENTATIONS

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Nalick, M., Kuban S., Gomez-Mejia, L., Campbell, J. “Executive capital vs. stigma: A configurational examination of executive exit after personal misconduct”, Strategic Management Society Special Conference (March 2019)

Zardkoohi, A., Nalick, M., Kuban, Leonel, R., Bierman, L., “When Governments Lobby Firms: The Politicking of Firm Location Strategy”, Southern Management Association Conference (Nov 2018)

Wesley, C., Kuban, S., Nalick, M., “The Influence of Politician Directors on Regulatory Penalties in the Aftermath of Executive Malfeasance”, Strategic Management Society Conference (Sept 2018)

Howard, M., Li, J., Kuban, S., Josefy, M., Hitt, M., Ireland, D. “How Inventor Ties and Knowledge Structure Networks Shape Innovations following Acquisitions”, Academy of Management Conference (August 2018)

Howard, M., Li, J., Kuban, S., Josefy, M., Hitt, M., Ireland, D. “Knowledge Creation after Acquisition: A Knowledge Structure Perspective” Strategic Management Society Conference (October 2017)

Nalick, M., Kuban, S., Ridge, J., Hill, A. “When are Firms More Likely to (dis)continue Association with Scandalized Politicians? Theory and Evidence” Strategic Management Society Conference (October 2017)

Nalick, M., Zardkoohi, A., Schijven, M., Kuban, S., Bierman, L. “Make or buy corporate political activity?” Symposium, Academy of Management Conference (August 2016)

Kuban, S., Nalick, M., Bierman, L. “Friend or asset: Does the selection of former government officials to the board of assist in political strategy?” Strategic Management Society Conference (October 2015)

Josefy, M., Kuban, S., Boss, D., Hitt, M., & Ireland, D. “The flow of innovation: How human and social capital explain firm innovative capabilities” Strategic Management Society Conference (October 2015)

Hitt, M., Ireland, D., Boss, D., Kuban, S. & Josefy, M. “Formal alliances in the telecommunications industry and their outcomes” Strategic Management Society Conference (September 2014)

Nalick, M., Kuban S., Schijven, M., Xu, K. “Unmasking firms’ political ideological associations: How managerial preferences and the institutional environment influence firms’ political party preferences” Academy of Management Conference (August 2014)

Kuban, S., Carnes, C., Josefy, M. “Strategic reinvention: Changing the game when the rules change” Strategic Management Society Special Conference in Tel Aviv (March 2014)

Nalick, M., Kuban S., Carnes, C. “Board of directors’ disentanglement of impartial performance measures in Post-IPO firms” Strategic Management Society Special Conference in Tel Aviv (March 2014)

Nalick, M., Kuban S., “The CEO guide to misconduct: Why infidelity might be worse than firm embezzlement” Southern Management Association Conference (Nov 2013)

Stoverink, A., Kuban S., Nalick, M., Harris, B. “Elite-threatening actions: The impact of corporate corruption” Southern Management Association Conference (Nov 2013)

Nalick, M., Kuban S., Xu, K. “CEO and firm political affiliations” Strategic Management Society Conference (Sept 2013)

## RESEARCH INTERESTS

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My research interests include: top managers, innovation, networks, and entrepreneurial differences. In investigating top managers, I have examined CEOs, executives, and the boards that oversee them along several dimensions including their political activities, misconduct events, social networks, and the impact of blockchain technology on corporate governance. My interest in innovation led me to work on a research team for the White House Office of Science and Technology examining the effects formal and informal networks on innovation quality, quantity and novelty. My interest in entrepreneurial differences include those between entrepreneurs and professional managers, as well as those between smaller, new firms and larger, established firms.

## TEACHING PHILOSOPHY

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My teaching philosophy is that learning is a process of utilizing information to solve problems. For this process to occur there needs to be three things: (i) clear and consistent presentation of the material, (ii) engagement and collaboration of students and instructor, and (iii) ability to practice applying material in new contexts where there is not necessarily one, or any, correct answer. I use lecture as a tool to highlight the core principles out of the textbook. This provides clarity to new ideas and consistently presents strategy concepts. I conduct a competitive team business simulation to increase engagement and collaboration. This adds a dynamic component to students' learning as they must both apply core concepts of strategy and react to their classmates' competing firms. I also facilitate case discussions to encourage the application of the student's new knowledge toward the new, open-ended context that business cases provide.

## TEACHING EXPERIENCE

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Tulane University

2016 - Present

A.B. Freeman School of Business

Strategic Management (MGMT 4010) Senior Capstone Course

Section 5: 29 students (Spring 2019 in-load)

Section 6: 28 students (Spring 2019 in-load)

Section 7: 25 students (Spring 2019 in-load)

Section 5: 32 students mean GPA: 3.28 (Spring 2018 in-load)

student course satisfaction mean: 4.1 median: 5

student instructor rating mean: 4 median: 4

Section 6: 30 students mean GPA: 3.22 (Spring 2018 in-load)

student course satisfaction mean: 4.2 median: 3

student instructor rating mean: 4.3 median: 4.5

Section 7: 12 students mean GPA: 3.14 (Spring 2018 in-load)

student course satisfaction mean: 4.7 median: 5

student instructor rating mean: 4.7 median: 5

Section 5: 32 students mean GPA: 3.10 (Spring 2017 in-load)

student course satisfaction mean: 5 median: 6

student instructor rating mean: 4.6 median: 5

Section 6: 35 students mean GPA: 3.29 (Spring 2017 in-load)  
student course satisfaction mean: 4.8 median: 5  
student instructor rating mean: 5.1 median: 5  
Section 7: 36 students mean GPA: 2.99 (Spring 2017 in-load)  
student course satisfaction mean: 4.7 median: 5  
student instructor rating mean: 5.4 median: 6

Texas A&M University  
Mays Business School

2014 – 2016

Strategic Management (MGMT 466) Senior Capstone Course  
(Autonomous instructor with control of class content and evaluation)

Section evaluation: 4.61/5 (Spring 2016)

Section evaluation: 4.36/5 (Spring 2016)

Section evaluation: 4.63/5 (Fall 2014)

Section evaluation: 4.49/5 (Fall 2014)

Section evaluation: 4.52/5 (Summer 2014)

#### PROFESSIONAL SERVICE

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Strategic Management Society Special Conference (Theme: From Isolation to Integration in the C-Suite) Executive Traits and Values Track Reviewer 2018

*Journal of Management Studies* Ad hoc Reviewer 2018

Strategic Management Society Conference 2018 Best PhD Paper Award Competition Reviewer

Strategic Management Society Conference 2018 Corporate Governance Division Reviewer

Freeman Business School Management Speaker Series Fall 2017-Spring 2018

Freeman Business School Interdepartmental Liaison & Logistical Coordinator for Junior Faculty Networking 2017-2018

Tulane Faculty Orientation Faculty Panel Summer 2017

Strategic Management Exit Exam Assessment of Learning Content Coordinator (for Southern Association of Colleges and Schools Commission on Colleges SACSCOC & AACSB accreditation) Fall 2017

AACSB Writing Assessment Strategic Management Writing Center Liaison Spring 2017

Strategic Management In-Course Assessment of Learning Content Coordinator Spring 2017

Mays School of Business Interdepartmental Liaison & Logistical Coordinator for Junior Faculty & Doctoral Student Networking Fall 2015-Spring 2016

Academy of Management Conference New Doctoral Student Consortium Program Volunteer

Academy of Management Conference Business Policy and Strategy Division Reviewer

Academy of Management Conference Entrepreneurship Division Reviewer

Southern Management Association Conference Entrepreneurship & Innovation Reviewer

#### PROFESSIONAL ASSOCIATIONS

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Academy of Management  
Entrepreneurship  
Business Policy & Strategy

Strategic Management Society  
Competitive Strategy  
Entrepreneurship & Strategy  
Southern Management Association  
Entrepreneurship & Innovation

#### SCHOLARSHIPS & AWARDS

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Texas A&M University's PhD Excellence Fellowship  
Texas A&M University's Graduate Merit Fellowship  
Awarded University of Tennessee's Scholars in Residence and Provost Scholarship  
Member of Numerous Undergraduate Academic Honor Societies and Professional Societies

#### INDUSTRY EXPERIENCE

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<i>President &amp; Lead Programmer</i>	ConvergX Corp.
<i>IT Consultant Authority (TVA)</i>	Tennessee Valley
<i>District Manager over Photo for East Tennessee (in store) Manager</i>	Walgreens Co.
<i>Managing Partner</i>	12 Volt Warehouse LLC
<i>Lead Marketing Consultant</i>	TMG Solutions Inc.
<i>Sales Manager for AT&amp;T's Global Sales &amp; Service Organization</i>	Convergys Corp.

Other experience includes: sales, marketing, and assisting in other small business startups.