

Timothy J. Quigley
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Research Interests:

My research falls in the field of strategic management with a particular focus on top executives and their impact on organizational outcomes (managerial discretion), as well as the causes and outcomes of CEO succession. My current research considers how societal and institutional changes have affected managerial discretion, CEO impact, and firm outcomes over time. Related to these topics, I am also interested in sustainability, with a particular focus on how changes in the chief executive position, and related institutions, impact society.

Academic Positions:

Lehigh University – Assistant Professor of Management 2011 – Present
Pennsylvania State University – Director of Admissions, Executive MBA Program 2004-2006

Education:

PhD, Business Administration (Strategic Management)
Pennsylvania State University, 2011

Master of Business Administration
Pennsylvania State University, 2004

Bachelor of Science, Exercise and Sports Science
Pennsylvania State University, 1996

Dissertation:

Title: Increased CEO Influence or Romanticization? Shifts in Managerial Discretion and the Perception of CEO Influence, 1950-2009 (Proposal Defended: January, 2010)

Committee: Donald Hambrick (Chair), Forrest Briscoe, Mark Dirsmith, Vilmos Misangyi

Summary: My dissertation considers a simple question - Has CEO influence over firm outcomes changed over the past 60 years? The dissertation unfolds in two broad sections. I begin by drawing from existing literature to comprehensively document the increasing attention devoted to CEOs over the period of 1950 to the present. Next I argue that some of this increased attention comes from a belief that CEOs have come to have greater influence over firm outcomes in recent decades, particularly since about 1980. I test this hypothesis by analyzing the stock market's reaction to unexpected CEO death over the last 60 years. In the second part of the dissertation I examine whether CEO impact on firm performance has actually changed. I develop the theoretical case that several societal and institutional trends have afforded greater managerial discretion to CEOs. With greater discretion, CEOs should have a greater impact on strategic and performance outcomes. Preliminary results indicate that CEO influence over performance outcomes has grown between 1950 and 2009.

Publications:

Quigley, T. J. & Hambrick, D.C. "When the Former CEO Stays on as Board Chair: Effects on Successor Discretion, Strategic Change, and Performance." (Forthcoming at SMJ)

Conference Presentations:

Quigley, T. J. "The changing value of CEOs: Evidence from Market Reaction to Unexpected CEO Death, 1950 – 2009," Mid-Atlantic Strategy Colloquium - University of North Carolina, Chapel Hill, NC, December 2011.

Quigley, T. J. "Temporal shifts in CEO impact on US firm outcomes, 1950 – 2009," Academy of Management Annual Meeting; San Antonio, TX, August 2011.

Quigley, T. J. & Hambrick, D.C. "When the Former CEO Remains Board Chair: Effects on Discretion, Organizational Change, and Performance," Academy of Management Annual Meeting; Chicago, IL, August 2009 (Best paper proceedings).

Quigley, T. J. & Hambrick, D.C. "When the Predecessor CEO Remains on The Board: An Exploratory Analysis," Academy of Management Annual Meeting; Anaheim, CA; August 2008.

Quigley, T. J., Detert, J., Burris, E., & Pettit, N. "Speaking Up Sideways: Asking for and Giving Help to Coworkers in the Voice Process," Academy of Management Annual Meeting; Anaheim, CA; August 2008.

Work in Progress:

Quigley, T.J. & Hambrick, D.C. "Macrosocietal Changes and Executive Effects on Firm Performance: A New Explanation for the Great Rise in Attributions of CEO Significance, 1950-2009".

Quigley, T.J. & Hambrick, D.C. "Toward More Accurate Contextualization of the CEO Effect on Firm Performance: A New Method and Implications."

Quigley, T. J. "The Changing Value of CEOs: Evidence from Market Reaction to Unexpected CEO Death, 1950 - 2009"

Crossland, C. & Quigley, T. J. "Why Can't I Do What I Want? A Multi-level Synthesis of Managerial Discretion Research."

Burris, E., McClean, E., Detert, J., & Quigley, T. J. "Speaking Up Versus Speaking Sideways: Does Who You Speak To Matter?"

"Not when you think: The antecedents of former CEO retention as board chair."

"Managerial distraction: Performance in unrelated segments during acquisitions."

Reviewing Activities:

Academy of Management Journal, 2011

Academy of Management Meeting, BPS Division – 2007-2011

Academy of Management Meeting, OMT Division – 2010

Zeitschrift für Betriebswirtschaft – 2009

Academy of Management Meeting, SIM Division – 2007

Student Centered Activities:

Oversaw "Honors Option" for International Management student, Spring 2009

Mentored several students each semester on graduate school, interviewing, and job search activities

Service Activities:

Introduction to Stata workshop presented to first and second year doctoral students, Spring 2010
Management and Organization Department PhD Candidate Recruiting Liason, 2009, 2010
Smeal College of Business Academic Integrity Violation Hearing Board, Spring 2009
Smeal College of Business Honor Code Committee, 2006-2007
Penn State Cycling Club – Guest Speaker, 2006
Smeal College of Business Corporate Relations Committee, 2005

Honors and Awards:

Academy of Management, BPS Division Outstanding Reviewer 2009, 2011
Academy of Management, OMT Division Outstanding Reviewer, 2010
Academy of Management, BPS Division Best Paper Proceedings (Top 10%), 2009
Smeal Competitive Dissertation Summer Stipend Award, 2010
Smeal Family Endowment Award, Penn State University, 2009, 2008, 2007
Business Endowment Award, Pennsylvania State University, 2006
Miltenberger Endowment Award, Pennsylvania State University, 2006
Selected for Academy of Management BPS Dissertation Consortium, 2010
Selected for Academy of Management BPS Doctoral Student Consortium, 2009
Selected for SMS Doctoral Student Workshop, 2009
Graduated top of class, Executive MBA, Penn State Smeal College of Business, 2004

Previous Work Experience:

GHR Systems, Wayne, PA – Project Manager
Refinery, Inc., Huntingdon Valley, PA – VP/Director of Operations
Rodale Press, Emmaus, PA – Programmer/Database Administrator
Lehigh Valley Velodrome, Trexlertown, PA – Program Manager

Athletic Accomplishments:

Competitive Cyclist / US National Cycling Team
Alternate, US Olympic Team (1992)
Pan-American Games Silver Medalist (1991) Havana, Cuba
Junior World Cycling Championships, 12th Place (1989) Moscow, USSR
Two Time US National Cycling Champion and former National Record Holder

Other Activities and Interests:

Woodworking, gardening, bicycling, running, licensed private pilot