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- updated as of 07/01/2020 -

ACADEMIC APPOINTMENTS

Assistant Professor of Strategy University of Massachusetts - Amherst	2018 - Present
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EDUCATION

Doctor of Philosophy in International Management Studies University of Texas at Dallas Major: Strategic Management Minor: Organization Theory Dissertation: <i>Antecedents, Moderators, and Outcomes of Internal Innovation</i>	2018
Master in Business Administration University of Nebraska at Omaha	2006
Bachelor of Science Academy of Economic Studies, Bucharest, Romania	2001

RESEARCH INTERESTS

Google Scholar: 109 *Web of Science: 10* *h-index: 6*

Research Stream 1: Strategy (resource-based and knowledge-based perspectives)

Research Stream 2: Innovation (knowledge modes, knowledge transfer, organizational learning, exploration/exploitation, knowledge-intensive industries)

Research Stream 3: Corporate governance (CEO characteristics, TMT diversity, activism)

PUBLISHED RESEARCH

Peng, MW, Lebedev, S, **Vlas, CO**, Wang, J, and Shay, J (2018) "The growth of the firm in (and out of) emerging economies" *Asia-Pacific Journal of Management*, 35(4), 829-857.

Peng, MW, Sun, W, **Vlas, CO**, Minichilli, A, and Corbetta, G (2018) "An institution-based view of large family firms: A recap and overview" *Entrepreneurship Theory and Practice*, 42(2), 187-205.

- Peng, MW and **Vlas, CO** (2017) “Diffusion of a twentieth-century innovation” *Academy of Strategic Management Journal*, 16(1), 172-174.
- Yuan, C, Li, Y, **Vlas, CO**, and Peng, MW (2016) “Dynamic capabilities, subnational environment, and university technology transfer” *Strategic Organization*, 16(1), 35-60.
- Vlas, R and **Vlas, CO** (2016) “The role of internal and network constraints on alliance ambidexterity decisions in technology-intensive industries” *Asia-Pacific Journal of Information Systems*, 26(2), 299-321.

RESEARCH UNDER REVIEW

- Vlas, CO**, Choi, EW, and Peng, MW “Patenting velocity and patterns in market signaling” *Journal of Management Studies* (under first round of review)
- Vlas, CO**, Peng, MW, and Choi, EW “Active slack, balanced capability portfolios, and firm performance” *Strategic Management Journal* (under first round of review)
- Vlas, CO**, See, EC, and Chaudhary, R “A power-learning perspective of innovation-intensive firms’ performance” *Academy of Management Journal* (under first round of review)
- Vlas, RE, Robinson, W, and **Vlas, CO** “Antecedents of open source popularity: A six-factor model of contemporary requirements practices” *European Journal of Information Systems* (under first round of review)

RESEARCH UNDER DEVELOPMENT

- Vlas, CO** and Richard, OC “Who’s your ally? An upper management group’s perspective of alliance decisions” In preparation for submission to *Strategic Management Journal* (final review stage)
- Vlas, CO**, Vlas RE, Liu, A, and Garg, G “Ambiguity-based antecedents of innovation velocity: A congruence perspective” In preparation for submission to *Strategic Management Journal* (final review stage)
- Vlas, CO**, Vlas RE, Masoud, Y, and Liu, A “To the captain: Risk it or rest it? CEO characteristics and large firms’ innovation” In preparation for submission to *Journal of Management Studies* (final review stage)
- Vlas, CO**, Vlas RE, Mangaliso, M, Garg, G, and Jean-Dennis, H “CEO personality, managerial discretion, and strategic change” In preparation for submission to *Strategic Management Journal* (data analysis stage)
- Vlas, CO**, Su, W, and Richard, OC “Racial and gender diversity: Independent and joint effects on organizational innovation and firm performance” In preparation for submission to *Strategic Management Journal* (data analysis stage)
- Vlas, CO**, Masoud, Y, Chaudhary, U, and Xu, M “CEO self-monitoring: An old construct in new shoes” In preparation for submission to *Organization Science* (data analysis stage)

Vlas, CO and See, C “Corporate activism and firms’ innovation, strategy and performance” In preparation for submission to *Academy of Management Journal* (data collection stage)

Vlas, CO and Chaudhary, R “Perspectives: Learning and innovation in high-velocity environments” (theoretical framing stage)

Vlas, CO “Institutional relatedness, knowledge ambiguity, and exploratory alliance orientation” (theoretical framing stage)

Kemp, A, **Vlas CO**, and Vlas, R “The effects of CEO shame-proneness and guilt-proneness on financial misrepresentation” (theoretical framing stage)

INVITED TALKS AND PRESENTATIONS

Invited talks

World Congress on Business and Financial Management	2019
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Conference Presentations

Academy of Management Conference	2016, 2017, 2018, 2019, 2020
Strategic Management Society Conference	2016, 2017, 2019
Eastern Academy of Management International Conference	2015, 2019
Southwest Academy of Management Conference	2016
Theories of Family Enterprise Conference	2016
ASE/IEEE Conference on Privacy, Security, Risk, and Trust	2013
Innovation Conference on Automation and Robotics	2012
Americas Conference on Information Systems	2011
Midwest Association for Information Systems Conference	2011

GRANTS

FLEX Grant	2019, 2020
MSP Research Grant	2019, 2020
Faculty research Grant/Healy Endowment Grant – application in preparation	2020-2021

HONORS AND AWARDS

Academy of Management Annual Meeting

“Above and Beyond the Call of Duty” Reviewer Award	2016
“Patenting velocity and patterns in market signaling”	
BEST PAPER FINALIST TIM DIVISION	2016

Strategic Management Society Conference

“Risky decision making: The role of top management team’s diversity, self-monitoring, and interdependence”

BEST CONFERENCE PAPER NOMINEE

2016

Southwest Academy of Management Conference

“Soft power and entrepreneurial growth”

BEST CONFERENCE PAPER FINALIST

2016

University of Texas at Dallas

PhD Scholarship – Jindal School of Management

2013 – 2017

Outstanding Teaching Award – Strategic Management Course

2015

Outstanding Teaching Award – International Management Course

2014

University of Nebraska at Omaha

MBA Scholarship

2004 – 2006

Business Plan Competition Finalist – 2nd place

2006

Best Performing Team at the Simulation Workshop for Sustainable Decision Making

2005

Academy of Economic Studies, Bucharest, Romania

Merit-Based Scholarship

1997 – 2001

Special Award for “Commerce – The Foundation of Modern Economies”

2000

Special Award for “The Internet at the Edge between Ignorance and Omniscience”

1999

Special Award for “Foreign investments in Romania”

1998

Special Award of the Efficient Publishing House for winning the *Students With Exceptional Paper Writing Abilities Competition*

1998

TEACHING INTERESTS

I teach most subjects within the strategy and management domains, including:

- Strategic Management / Leadership
- Technology and Innovation Management
- Cross-cultural Management / Diversity Issues in Management
- Global Business/International Business

TEACHING EXPERIENCE

University of Massachusetts - Amherst

MGT494BI – Strategic Management Capstone

Spring 2020

Evaluation ratings pending; 40 students enrolled

MGT494BI – Strategic Management Capstone

Spring 2020

Evaluation ratings pending; 30 students enrolled

MGT494BI – Strategic Management Capstone

Spring 2020

Evaluation ratings pending; 12 students enrolled

MGT494BI – Strategic Management Capstone

Fall 2019

Evaluation ratings 4.1 out of 5; 39 students enrolled

MGT494BI – Strategic Management Capstone

Spring 2019

Evaluation ratings 4.1 out of 5; 32 students enrolled

MGT494BI – Strategic Management Capstone Evaluation ratings 4.1 out of 5; 39 students enrolled	Spring 2019
MGT494BI – Strategic Management Capstone Evaluation ratings 2.7 out of 5; 33 students enrolled	Fall 2018

University of Texas at Dallas

BPS 4305 – Strategic Management Capstone Evaluation ratings 4.85 out of 5; 44 students enrolled	Fall 2017
BPS 4305 – Strategic Management Capstone Evaluation ratings 4.83 out of 5; 46 students enrolled	Fall 2015
IMS 3310 – International Business Capstone Evaluation ratings 4.81 out of 5; 43 students enrolled	Summer 2014

University of Nebraska at Omaha

MKT 3310 – Principles of Marketing	Fall 2004 – Spring 2006
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Academy of Economic Studies, Bucharest, Romania

MKT 101 – Statistical Analysis Techniques	Fall 2001 – Spring 2002
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PROFESSIONAL SERVICE

Committees and recruitment

- University of Massachusetts – Amherst, Strategy Hiring Committee, 2019-2020
- University of Massachusetts – Amherst, Strategy Hiring Committee, 2018-2019
- University of Massachusetts – Amherst, PhD Student Committee, 2018-2019

Reviewing activities

- Reviewer for *Strategic Organization*
- Reviewer for *Journal of Management Studies*
- Reviewer for Academy of Management Conference (AOM)
- Reviewer for Strategic Management Society Conference (SMS)
- Reviewer for Eastern Academy of Management International Conference (EAM-I)
- Reviewer for Southwest Academy of Management Conference (SWAM)
- Reviewer for International Conference on Information Systems (ICIS)
- Reviewer for European Conference on Information Systems (ECIS)
- Reviewer for Americas Conference on Information Systems (AMCIS)
- Reviewer for Southern Association for Information Systems Conference (SAIS)

Conference chairing

Session Chair at The Academy of Management Conference	2016
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Academic memberships

Academy of Management	2014 – present
Strategic Management Society	2015 – present
INFORMS	2014 – present

Program ranking and development

Closely worked with the Innovation and Entrepreneurship Program Director on the following tasks related to the Program's Growth, Retention, and Ranking:

- Reviewed course descriptions

- Assessed opportunities for course cross-listings
- Assessed competing programs' performance on the Princeton Review's undergraduate- and graduate-level program ranking metrics
- Developed a comprehensive database of UT Dallas' startups and business founders
- Outcomes:
 - 2016 – UT Dallas was ranked 22nd among Top 25 US Entrepreneurial Schools in U.S.
 - 2017 – UT Dallas was ranked 19th among Top 25 US Entrepreneurial Schools in U.S.

VOLUNTEERING ACTIVITIES

University of Massachusetts - Amherst

- Organizer Brown Bag session 2018-2019

University of Texas at Dallas

- Organizer UT Dallas' Business Plan Competition 2015, 2016
- UT Dallas's Entrepreneurship Program's 's webpage 2015

University of Nebraska at Omaha

- Organizer for Orion-PFM 2015, 2016
- Student member and tutor for VITA Program 2005, 2006
- Student analyst for the MBA Program 2005

Bucharest, Romania

- Auditor 2001 – 2004

INDUSTRY EXPERIENCE

Omnis Prime, LLC. 2008 – present

Owner

C&D Marketing, Inc. 2006 – 2008

Marketing Manager

New Vision, Inc. 2002 – 2004

Director of Marketing and IT