

CURRICULUM VITAE

G. Tyge Payne, PhD

*Fran D. Jabara Endowed Chair of Business
Professor of Strategic Entrepreneurship*

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EDUCATION:

PhD	Texas Tech University	2001
MBA	Texas Tech University	1998
BS in Pharmacy	Southwestern Oklahoma State University	1994
	<i>Texas Pharmacy License #34855 (Inactive)</i>	

ACADEMIC POSITIONS:

Oklahoma State University

Fran D. Jabara Endowed Chair in Business, Spears School of Business, 2025 – present.

Professor of Strategic Entrepreneurship (Full Rank with Tenure), 2025 – present.

Louisiana State University

H. Norman Saurage, Jr / Community Coffee Company, Inc Endowed Chair of Entrepreneurship,
Ourso College of Business, 2021 – 2025.

Professor of Strategic Entrepreneurship (Full Rank with Tenure), 2021 – 2025.

Texas Tech University

Kent R. Hance Regents Chair of Entrepreneurship (Endowed Chair), 2020 – 2021.

Georgie G. Snyder Professor of Strategic Management (Endowed Professorship), 2015 – 2020.

Jerry S. Rawls Professor of Management (Endowed Professorship), 2010 – 2015, 2016 – 2020.

Professor of Management (Full Rank), 2015 – 2021.

Associate Professor of Management (with Tenure), 2009 – 2015.

Assistant Professor of Management, 2006 – 2009.

University of Texas at Arlington

Assistant Professor of Management, 2002 – 2006.

International Institute for Higher Education in Morocco

Visiting Assistant Professor of Management, Jan - Feb, 2005.

(Exchange program facilitated by the *Texas International Education Consortium*).

Texas Tech University

Visiting Assistant Professor of Management, 2001 – 2002.

Graduate Teaching and Research Assistant, 1996 – 2001.

ADDITIONAL PROFESSIONAL POSITIONS:

Dean, Southern Management Association (SMA) Fellows, 2022 – 2025.

Elected by members. Responsible for administrative and financial oversight of the organization.

Field Editor, *Journal of Business Venturing*, 2022 – present.

Appointed by Jeffery S. McMullen, Editor-in-Chief to handle papers on Strategy and Entrepreneurship. *JBV* is the leading scholarly publication devoted to entrepreneurial phenomenon.

PhD in Entrepreneurship Program Coordinator, Stephenson Department of Entrepreneurship and Information Systems, Louisiana State University, 2021 – 2025.

Developed, implemented, and managed new PhD in Business Administration program specializing in entrepreneurship.

Associate Dean, Southern Management Association (SMA) Fellows, 2018 – 2022.

Appointed by the Dean of the SMA Fellows. Responsible for administrative and financial oversight of the organization.

Editor-in-Chief, *Family Business Review*, 2018 – 2020.

Appointed by the Family Firm Institute as the 6th Editor. Published as a refereed journal since 1988, *FBR* is the leading scholarly publication devoted exclusively to exploration of the dynamics of family-controlled enterprise. (2020 Impact Factor of 9.848 and ranked 12 of 153 business journals.)

Associate Editor, *Family Business Review*, 2013 – 2017.

Appointed by Pramodita Sharma, Editor-in-Chief of *FBR*, the leading scholarly publication devoted exclusively to exploration of the dynamics of family-controlled enterprise.

PhD Student Advisor and Program Coordinator, Area of Management, Texas Tech University, 2013 – 2016.

PERSONAL AWARDS AND SPECIAL RECOGNITION:

2025 Fran D. Jabara Endowed Chair in Business, Spears Schol of Business, Oklahoma State University.

2021 H. Norman Saurage, Jr / Community Coffee Company, Inc Endowed Chair of Entrepreneurship, Louisiana State University.

2021 Family Firm Institute (FFI) Fellow. FFI is the leading association worldwide for family enterprise professionals. FFI Fellows, “Must complete an FFI Advanced Certificate, be an FFI member for ten years, and present at an annual conference or be published in *Family Business Review* or *FFI Practitioner*.”

2021 Advanced Certificate in Family Wealth Advising, Family Firm Institute’s (FFI) Global Education Network.

2020 Kent R. Hance Regents Chair of Entrepreneurship, Texas Tech University.

2020 *Journal of Small Business Management’s* Top 100 Reviewers

2017 Fellow of the Southern Management Association. (Elected by existing members).

“Election to the Fellowship is based on the following criteria: 1) scholarly achievements while an SMA member; those made before becoming an SMA member receive secondary consideration; 2) significant SMA service, including offices held, committee involvement, editorial responsibilities, and program participation (whereas service is an important consideration, it alone is insufficient for being elected a Fellow); and 3) minimum of five years' SMA membership and participation.”
(<https://southernmanagement.site-ym.com/page/Fellows>)

2017 Outstanding Reviewer Award, *Strategic Entrepreneurship Journal*.
One of seven inaugural reviewer awards.

2017 Outstanding Reviewer Award, *Group and Organization Management*.

2016 Outstanding Reviewer Award, *Entrepreneurship Theory & Practice*.

2016 Jerry S. Rawls Endowed Professorship of Management, Texas Tech University, 2016-2020.

2016 Integrated Scholar of the Year, Jerry S. Rawls College of Business Administration.

- 2015 Georgie G. Snyder Endowed Professorship of Management, Texas Tech University, 2015-2020.
- 2014 President's Mid-Career Faculty Award, Texas Tech University.
Inaugural University-wide award (one of ten awarded) to “recognize and reward those faculty who are emerging leaders nationally and internationally in their disciplines and who serve as role models and mentors for our students.”
- 2012 *Family Business Review*, Excellent Reviewer Award.
- 2012 Coordinator’s Faculty Research Award. Area of Management, Rawls College of Business, Texas Tech University.
- 2011 Coordinator’s Faculty Research Award. Area of Management, Rawls College of Business, Texas Tech University.
- 2011 Texas Tech University Libraries’ 27th Annual Faculty Academic Contributions Exhibit (FACE)
“Recognizes faculty excellence, celebrates academic diversity, and fosters collaboration and dialogue across an array of disciplines.” Recognized for: Payne, G.T., Short, J.C. & Austin, R., with R. Anderson (Illustrator). 2011. *University life: A college survival story*. Flatworld Knowledge.
- 2010 Chancellor’s Council Distinguished Research Award, Texas Tech University System.
The University-wide award (one of four awarded) is the highest offered by the Texas Tech System and is intended “to recognize outstanding research, scholarship, and creative activity of faculty members.”
- 2010 Jerry S. Rawls Endowed Professorship of Management, Texas Tech University, 2010 – 2015.
- 2009 Bagley Chair Research Fellowship Award in the Area of Management, Texas Tech University.
Given “in recognition of exemplary and meritorious research excellence.”
- 2009 Hemphill-Wells New Professor Excellence in Teaching Award Nominee, Texas Tech University Parents Association.
- 2008 Ranked #1 Overall Faculty Performer in the Rawls College of Business Merit Ranking.
In top 5 in 2007, 2009, 2010, 2011, 2013, 2014; rankings discontinued in 2015.
- 2008 Business Policy and Strategy Division Outstanding Reviewer Award, Academy of Management.
- 2007 Voted “My Favorite Professor” by Texas Tech Graduating MBA Students, Fall.
Nomination must originate from graduating students; popular vote wins.
- 2007 Texas Tech University Libraries’ 23rd Annual Faculty Academic Contributions Exhibit (FACE)
Recognizes faculty excellence, celebrates academic diversity, and fosters collaboration and dialogue across an array of disciplines.” Recognized for: Payne, G.T. 2006. “Examining configurations and firm performance in a suboptimal equifinality context.” *Organization Science*, 17(6): 756-770.
- 2006 Strategy Management/Entrepreneurship Track Best Reviewer Award, Southern Management Association.
- 2004 Entrepreneurship Division Best Reviewer Award, Academy of Management.
- 2003 Business Policy and Strategy Division Outstanding Reviewer Award, Academy of Management.
- 2002 Entrepreneurship Division Best Reviewer Award, Academy of Management.
- 2002 Strategy Management/Business Policy Track Best Reviewer Award, Southern Management Association.
- 2001 Business Policy and Strategy Division Outstanding Reviewer Award, Academy of Management.
- 2001 Entrepreneurship/Ethics Track Best Reviewer Award, Southern Management Association.

RESEARCH PAPER AWARDS AND SPECIAL RECOGNITION:

- 2025 Schulze Publication Award (Research Insight Category). Recognized for: Waldron, T.L., McMullen, J., Payne, G.T., Petrenko, O., and Wetherbe, J.C. "Cash Is Not Always King in Founder/Investor Relationships." *Entrepreneur & Innovation Exchange*, EIX.org.
- 2023 Family Firm Institute (FFI) Best Unpublished Paper Award. Recognized for: Soleimanof, S., Payne, G.T., Madison, K., and Holt, D.T. "Microfoundations of Strategic Renewal in Family Firms: Insights from Family Communication Patterns Theory."
- 2022 Elizabeth D. Rockwell Center Best Article on Ethics, Leadership, and Public Policy Nomination for: Zachary, M.A., Connelly, B.L., Payne, G.T., and Tribble, L.L. 2023. "Virtue rhetoric in investor communications: Setting up for a letdown?" *Journal of Management*, 49(2): 741-770.
- 2018 Strategic Management Society, Best Proposal Finalist, Corporate Strategy Interest Group. Recognized for: McLeod, M., Brigham, K., Chandler, G., Payne, G.T., and Sears, J. "The role of rhetorical modes in firm uncertainty and performance." Published in 2022 as: McLeod, M.†, Brigham, K., Chandler, G., Payne, G.T., and Sears, J. 2022. (*Online First*). "Rhetoric, risk, and investment: Letting the numbers speak for themselves." *Journal of Management Studies*.
- 2016 Emerald Group Publishing's Citations of Excellence Award. Recognized for: Gedajlovic, E., Honig, B., Moore, C.B., Payne, G.T., and Wright, M. 2013. "Social capital and entrepreneurship: A schema and research agenda." *Entrepreneurship Theory and Practice*, 37(3): 455-478.
- 2016 Southern Management Association's Best Doctoral Student Paper for Strategic Management Track (first author must be doctoral student). Recognized for: Nicholas, K., Zachary, M.A., and Payne, G.T. "The good, the bad, and the mixed: The effects of reputation, infomediary information, and status affiliation on market performance".
- 2016 Highly Cited Paper Award, *Web of Science*, Thompson Reuters. As of March/April 2016, the paper received enough citations to place it in the top 1% of the academic field of Economics & Business based on a highly cited threshold for the field and publication year. (*Data from Essential Science IndicatorsSM*.) Recognized for: Payne, G.T., Moore, C.B., Griffis, S., and Autry, C. 2011. "Multilevel challenges and opportunities in social capital research." *Journal of Management*, 37(2): 395-403.
- 2014 Southern Management Association's Best Doctoral Student Paper for Ethics/Social Issues/Diversity Track (first author must be doctoral student). Recognized for: Evert, R.E., Payne, G.T., Moore, C.B., and McLeod, M.S. "The influence of top Management team composition on organizational virtues." Published in 2018 as "Top management team characteristics and organizational virtue orientation: An empirical examination of IPO firms." *Business Ethics Quarterly*.
- 2014 Texas Tech University Ethics Center, 4th Annual Responsibility Conduct of Research Conference. 2nd Place, Graduate Student Ethics Paper Award. Recognized for: McLeod, M.S., Payne, G.T., and Evert, R.E. "Organizational ethics and virtues research: A systematic review of methods and analytical techniques."
- 2014 Texas Tech University Ethics Center, 4th Annual Responsibility Conduct of Research Conference. 3rd Place, Graduate Student Ethics Paper Award. Recognized for: Evert, R.E., Payne, G.T., and Moore, C.M. "The influence of top management team composition on the virtues of IPO firms."
- 2010 Best 2009 *Family Business Review* Article. Recognized for: Short, J.C., Payne, G.T., Brigham, K.H., Lumpkin, G.T., and Broberg, J.C. 2009. "Family firms and entrepreneurial orientation in publicly-traded firms: A comparative analysis of the S&P 500." *Family Business Review*, 22(1): 9-24.

- 2009 Southern Management Association's Best Paper for Entrepreneurship/Innovation/ Information Technology Track. Recognized for: Bell, R.G., Moore, C.B., Payne, G.T., and Davis, J.L. "Institutional distance and cross-border venture capital flows." Published in 2015 under same title in *Journal of Small Business Management*, 3(2): 482-500.
- 2007 Strategic Management Society, Best Conference Paper Award Nomination (San Diego, CA). Recognized for: Moore, C.B., Payne, G.T., and Autry, C. "A Study of Networks, Entrepreneurship, and Performance: Examining Relational, Structural, and Brokerage Effects." Published in 2018 as: Moore, C.B., Payne, G.T., Autry, C., and Griffis, S. 2018. "Project complexity and bonding social capital in network organizations." *Group and Organization Management*, 43(6): 936-970.
- 2005 Southern Management Association's Best Doctoral Student Paper for Ethics/Social Issues/Diversity Track and Best Overall Doctoral Student Paper (first author must be doctoral student). Recognized for: Davis, J.L., Payne, G.T., and McMahan, G.C. "Scandalous behavior of mutual fund managers: An exploratory study." Published in 2007 as: "A few bad apples? Scandalous behavior of mutual fund managers." *Journal of Business Ethics*, 76: 319-334.

JOURNAL PUBLICATIONS¹:

1. Soleimanof, S., **Payne, G.T.**, Moore, C.B., and Rutherford, M. (Online First). Cronyism, rule of law, and entrepreneurship: A country-level examination. *Journal of Management*. (10.1177/01492063251387664)
2. Soleimanof, S., Bagherian, S.S., Anvari, S.F., **Payne, G.T.**, and Feyzbakhsh, A. 2026. Mapping the field of nascent entrepreneurship: A PSED-based review and research agenda. *Entrepreneurship Theory and Practice*, 50(1), 21-80. (10.1177/10422587251364809).
3. Waldron, T.L., McMullen, J.S., Newbert, S.L., **Payne, G.T.**, and York, J.G. 2025. Bold, broad, rigorous, and... relevant? Designing entrepreneurship research for translation. *Journal of Business Venturing*, 40(4), 106511. (10.1016/j.jbusvent.2025.106511).
4. Waldron, T.L., McMullen, J., **Payne, G. T.**, Petrenko, O., and Wetherbe, J.C. 2025. More than money: The complex dynamics of capital and power in entrepreneur-investor relationships. *Academy of Management Perspectives*, 39(2): 183-353. (10.5465/amp.2023.0223).
5. Martin, J., Evert, R., and **Payne, G.T.** 2024. Nonfinancial outcomes in family business research: Past accomplishments, present opportunities, and future challenges. *Family Business Review*, 37(1) 161-185. (10.1177/08944865231226141).
6. Zachary, M.A., Connelly, B.L., **Payne, G.T.**, and Tribble, L.L.[†] 2023. Virtue rhetoric in investor communications: Setting up for a letdown? *Journal of Management*, 49(2): 741-770. (10.1177/01492063211002622).
* Nominated for the Elizabeth D. Rockwell Center Prize for Best Article on Ethics, Leadership, and Public Policy.
7. **Payne, G.T.**, Trudell, L.T.[†], Moore, C.B., Petrenko, O.V., and Hayes, N.[†] 2023. Ambiguous signals and information asymmetry in the IPO process: Examining ownership concentration, process time, and underpricing. *Group and Organization Management*, 48(5): 1467-1502. (10.1177/10596011221090036).
8. McLeod, M.[†], Brigham, K., Chandler, G., **Payne, G.T.**, and Sears, J. 2022. Rhetoric, risk, and investment: Letting the numbers speak for themselves. *Journal of Management Studies*, 59(7): 1657-1687. (Lead Article, 10.1111/joms.12812).

¹ Additional information, including the DOI, are provided in parentheses following reference. *Indicates an award or special recognition received by the article. [†]Indicates that person was doctoral student at the initiation of the project.

9. Sears, J., McLeod, M.S.[†], Evert, R.E.[†], and **Payne, G.T.** 2022. Alleviating concerns of misappropriation in corporate venture capital: Creating credible commitments and calculative trust. *Strategic Organization*, 20(2): 318-340. (10.1177/1476127020926174).
10. Chandler, J.A., Fan, A.[†], and **Payne, G.T.** 2022. Working the crowd: Leveraging podcasts to enhance crowdfunding success. *Business Horizons*, 65(1): 79-88. (10.1016/j.bushor.2021.10.002)
11. Neubaum, D.O. and **Payne, G.T.** 2021. The centrality of family. *Family Business Review*, 34(1): 6-11 (Editorial; 10.1177/0894486521995268).
12. Short, J. C. and **Payne, G.T.** 2020. In their own words: A call for increased use of organizational narratives in family business research. *Family Business Review*, 33(4): 342-350. (Editorial; 10.1177/0894486520967765).
13. **Payne, G.T.** 2020. Family Business Review in 20/20: Focus on the family. *Family Business Review*, 33(1): 6-9. (Editorial; 10.1177/0894486520904460).
14. Brigham, K.H. and **Payne, G.T.** 2019. Socio-emotional wealth (SEW): Questions on construct validity. *Family Business Review*, 32(4): 326-329. (Editorial; 10.1177/0894486519889402).
15. Markman G.D., Gianiodis, P., **Payne, G.T.**, Tucci, C., Filatotchev, I., Kotha, R., and Gedajlovic, E. 2019. The who, where, what, how, and when of market entry. *Journal of Management Studies*, 56(7): 1241-1259. (10.1111/joms.12448).
16. Moore, C.B., **Payne, G.T.**, Filatotchev, I., and Zajac, E. 2019. The cost of status: When social and economic interests collide. *Organization Science*, 30(5): 869-884. (Lead Article; 10.1287/orsc.2018.1247).
17. Chandler, J.A.[†], **Payne, G.T.**, Moore, C.B., and Brigham, K.H. 2019. Family involvement signals in initial public offerings. *Journal of Family Business Strategies*, 10(1): 8-16. (10.1016/j.jfbs.2019.01.004).
18. **Payne, G.T.** 2019. Truckin' on at Family Business Review. *Family Business Review*, 32(1): 6-9. (Editorial, 10.1177/0894486519831457).
19. McKenny, A.F.[†], Short, J.C., Ketchen, D.J., **Payne, G.T.**, and Moss, T.W. 2018. Strategic entrepreneurial orientation: Configurations, performance, and the effects of industry and time. *Strategic Entrepreneurship Journal*, 12(4): 504-521. (10.1002/sej.1291).
20. Moore, C.B., **Payne, G.T.**, Autry, C., and Griffis, S. 2018. Project complexity and bonding social capital in network organizations. *Group and Organization Management*, 43(6): 936-970. (10.1177/1059601116650556).
21. Evert, R.E.[†], **Payne, G.T.**, Moore, C.B., and McLeod, M.S.[†] 2018. Top management team characteristics and organizational virtue: An empirical examination of IPO firms. *Business Ethics Quarterly*, 28(4): 427-461. (10.1017/beq.2018.3).
22. **Payne, G.T.** 2018. Reflections on family business research: Considering domains and theory. *Family Business Review*, 31(2): 167-175. (Editorial; 10.1177/0894486518776550).
23. McLeod, M.S.[†], Moore, C.B., **Payne, G.T.**, Sexton, J., and Evert, R.E.[†] 2018. Organizational virtue and stakeholder interdependence: An empirical examination of financial intermediaries and IPO firms. *Journal of Business Ethics*, 149(4): 785-798. (10.1007/s10551-016-3021-1).
24. **Payne, G.T.** and Sharma, P. 2018. Looking back and moving on. *Family Business Review*, 31(1): 6-13. (Editorial, 10.1177/0894486518756957).
25. Holt, D., Pearson, A., **Payne, G.T.**, and Sharma, P. 2018. Family business research as a boundary-spanning platform. *Family Business Review*, 30(1): 14-31. (10.1177/0894486518758712).

26. Evert, R.E.[†], Sears, J., Martin, J.A., and **Payne, G.T.** 2018. Family ownership and family involvement as antecedents of strategic action: A longitudinal study of initial international entry. *Journal of Business Research*, 84: 301-311. (10.1016/j.jbusres.2017.07.019).
27. **Payne, G.T.**, Pearson, A.W., and Carr, J.C. 2017. Process and variance modeling: Linking research questions to methods in family business research. *Family Business Review*, 30(1): 11-18. (10.1177/0894486516679749).
28. Zachary, M.A., **Payne, G.T.**, Moore, C.B., and Sexton, J. 2017. Time to recalibrate? Exploring entrepreneurial orientation of family businesses before, during and after an environmental jolt. *International Journal of Management and Enterprise Development*, 16(1/2): 57-79. (10.1504/IJMED.2017.082536).
29. McLeod, M.S.[†], **Payne, G.T.**, and Evert, R.E.[†] 2016. Organizational ethics research: A systematic review of methods and analytical techniques. *Journal of Business Ethics*, 134(3): 429-443. (10.1007/s10551-014-2436-9).
30. Evert, R.E.[†], Martin, J.A., McLeod, M.S.[†], and **Payne, G.T.** 2016. Empirics in family business research: Progress, challenges, and the path ahead. *Family Business Review*, 29(1): 17-43. (Alphabetical Author Listing, *FBR's #1 Most Downloaded Article in 2016 - 2,501 downloads during calendar year*, 10.1177/0894486515593869).
31. Zachary, M.A.[†], Gianiodis, P., **Payne, G.T.** and Markman, G. 2015. Entry timing: Enduring lessons and future directions. *Journal of Management*, 41(5): 1388-1415. (Authorship Listed in Reverse Order of Seniority, 10.1177/0149206314563982).
32. Brigham, K.H. and **Payne, G.T.** 2015. The transitory nature of the multi-family business. *Entrepreneurship Theory and Practice*, 39(6): 1339-1347. (Alphabetical Author Listing, 10.1111/etap.12173).
33. Hinojosa, A.S.[†], Walker, H.J., and **Payne, G.T.** 2015. Precruitment organizational perceptions and recruitment website information processing. *International Journal of Human Resource Management*, 26(20): 2617-2631. (10.1080/09585192.2014.1003081).
34. **Payne, G.T.** and Ireland, R.D. 2015. It takes a village: Publishing ethics in family business research. *Family Business Review*, 28(2): 96-103. (Editorial, 10.1177/0894486515574193).
35. Moore, C.B., **Payne, G.T.**, Bell, R.G., and Davis, J.L. 2015. Institutional distance and cross-border venture capital investment flows. *Journal of Small Business Management*, 53(2): 482-500. (10.1111/jsbm.12079).
36. Drover, W.[†], Wood, M. and **Payne, G.T.** 2014. The effects of perceived control on venture capitalist investment decisions: A configurational perspective. *Entrepreneurship Theory and Practice*, 38(4): 833-861. (10.1111/etap.12012).
37. Moss, T.W.[†], **Payne, G.T.** and Moore, C.M. 2014. Strategic consistency of exploration and exploitation in family businesses. *Family Business Review*, 27(1): 51-71. (10.1177/0894486513504434).
38. Brigham, K.H., Lumpkin, G.T., **Payne, G.T.** and Zachary, M.A.[†] 2014. Researching long-term orientation: Construct validation and recommendations for future research. *Family Business Review*, 27(1): 72-88. (Alphabetical Author Listing, 10.1177/0894486513508980). [Corrigendum. *Family Business Review* (2016), 29(2): 231-233.]
39. Crockett, D.R.[†], McGee, J.E and **Payne, G.T.** 2013. Employing new business divisions to exploit disruptive innovations: The interplay between characteristics of the corporation and those of the venture management team. *Journal of Product Innovation Management*, 30(5): 856-879. (Alphabetical Author Listing, 10.1111/jpim.12034).

*Also, 1 of 13 articles included in 2018 Virtual Special Issue of *JPIM* on “Disruptive Innovation”.

40. **Payne, G.T.**, Moore, C.B., Bell, R.G., and Zachary, M.A.[†] 2013. Signaling organizational virtue: An examination of virtue rhetoric, country-level corruption and performance of foreign IPOs from emerging and developed economies. *Strategic Entrepreneurship Journal*, 7: 230–251. (10.1002/sej.1156).
41. Gedajlovic, E., Honig, B., Moore, C.B., **Payne, G.T.**, and Wright, M. 2013. Social capital and entrepreneurship: A schema and research agenda. *Entrepreneurship Theory and Practice*, 37(3): 455–478. (*Alphabetical Author Listing, Emerald Group Publishing's Citations of Excellence Winner 2016*, 10.1111/etap.12042).
42. McKenny, A.M.[†], Short, J.C., and **Payne, G.T.** 2013. Using computer-aided text analysis to elevate constructs: An illustration using psychological capital. *Organizational Research Methods*, 16(1): 152–184. (10.1177/1094428112459910).
43. McKenny, A.M.[†], Short, J.C., Zachary, M.A.[†], and **Payne, G.T.** 2012. Assessing espoused goals in private family firms using content analysis. *Family Business Review*, 25(3): 298–317. (10.1177/0894486511420422).
44. Short, J.C. and **Payne, G.T.** 2012. Super-Management: An examination of organizational images and management themes in comic books. *International Review of Management*, 1(1): 1–26.
45. **Payne, G.T.** and Hoffman, J.J. 2012. Using an informing strategy to manage moral legitimacy in health care organizations. *International Journal of Society Systems Science*, 4(3): 210–221. (*Lead Article*, 10.1504/IJSS.2012.047989).
46. Moss, T.W.[†], Short, J.C., **Payne, G.T.**, and Lumpkin, G.T. 2011. Dual identities in social ventures: An exploratory study. *Entrepreneurship Theory and Practice*, 35(4): 805–830. (10.1111/j.1540-6520.2010.00372.x).
47. **Payne, G.T.**, Moore, C.B., Griffis, S., and Autry, C. 2011. Multilevel challenges and opportunities in social capital research. *Journal of Management*, 37(2): 395–403. (10.1177/0149206310372413).
**Web of Science Highly Cited Paper Award, 2016. Paper in the top 1% of the academic field of Economics & Business based on a highly cited threshold for the field and publication year.*
48. Zachary, M.A.[†], McKenny, A.M.[†], Short, J.C., and **Payne, G.T.** 2011. Family firms and market orientation: Construct validation and comparative analysis. *Family Business Review*, 24(3): 233–251. (10.1177/0894486510396871).
49. **Payne, G.T.**, Brigham, K.H., Broberg, J.C., Moss, T.W.[†], and Short, J.C. 2011. Organizational virtue orientation and family firms. *Business Ethics Quarterly*, 21(2): 257–285. (10.5840/beq201121216).
50. Davis, J.L., Bell, R.G. and **Payne, G.T.** 2010. Stale in the pulpit? Leader tenure and the relationship between market growth strategies and church performance. *International Journal of Nonprofit and Voluntary Sector Marketing*, 15(4): 352–368.
51. Davis, J.L., Bell, R.G., **Payne, G.T.** and Kreiser, P. 2010. Entrepreneurial orientation and performance and firm performance: The moderating role of managerial power. *American Journal of Business*, 25(2): 1–14.
52. **Payne, G.T.**, Kennedy, K.H., and Davis, J.L. 2009. Competitive dynamics among service SMEs. *Journal of Small Business Management*, 47(4): 421–442. (*Lead Article*).
53. **Payne, G.T.**, Benson, G.S., and Finegold, D. 2009. Corporate board attributes, team effectiveness, and financial performance. *Journal of Management Studies*, 46(4): 704–731.
54. Short, J.C., **Payne, G.T.**, Brigham, K.H., Lumpkin, G.T., and Broberg, J.C.[†] 2009. Are family firms entrepreneurial? Evidence from the S&P 500. *Family Firm Institute Practitioner*, 5(1).
55. **Payne, G.T.**, Davis, J.L.[†], Moore, C.B., and Bell, R.G.[†] 2009. The deal structuring stage of the venture capitalist decision-making process: Examining confidence and control. *Journal of Small Business Management*, 47(2): 154–179.

56. Short, J.C., **Payne, G.T.**, Brigham, K.H., Lumpkin, G.T., and Broberg, J.C.† 2009. Family firms and entrepreneurial orientation in publicly-traded firms: A comparative analysis of the S&P 500. *Family Business Review*, 22(1): 9-24. (Lead Article).
* Winner: Best Article for FBR, 2009.
* Identified as one of FBR's top 10 most downloaded articles in 2009 (Rank #4), 2010 (Rank #9), and 2011 (Rank #2).
57. Alhorr, H.S., Moore, C.B. and **Payne, G.T.** 2008. The impact of economic integration on cross-border venture capital investments: Evidence from the European Union. *Entrepreneurship Theory and Practice*, 32(5): 897-917. (Alphabetical Author Listing).
58. Perez-Nordtvedt, L., **Payne, G.T.**, Short, J.C. and Kedia, B.L. 2008. An entrainment-based model of temporal organizational fit, misfit, and performance. *Organization Science*, 19(5): 785-801.
59. Short, J.C., **Payne, G.T.**, and Ketchen, D.J. 2008. Research on organizational configurations: Past accomplishments and future challenges. *Journal of Management*, 34(6): 1053-1079. (Lead Article).
60. Short, J.C. and **Payne, G.T.** 2008. First movers and performance: Timing is everything. *Academy of Management Review*, 33(1): 267-269. (Dialogue Essay).
61. Davis, J.L.†, **Payne, G.T.** and McMahan, G.C. 2007. A few bad apples? Scandalous behavior of mutual fund managers. *Journal of Business Ethics*, 76: 319-334.
62. Dean, M.A., Shook, C.L. and **Payne, G.T.** 2007. The past, present, and future of entrepreneurship research: Data analytic trends and training. *Entrepreneurship Theory and Practice*, 31(4): 601-618.
* Identified as one of ET&P's most downloaded articles in 2007.
63. **Payne, G.T.** 2006. Examining configurations and firm performance in a suboptimal equifinality context. *Organization Science*, 17(6): 756-770.
64. Kim, K-H.†, **Payne, G.T.**, and Tan, J.A. 2006. An examination of cognition and affect in strategic decision-making. *International Journal of Organizational Analysis*, 14(4): 277-294.
65. **Payne, G.T.**, Kennedy, K.H., Blair, J.D. and Fottler, M.D. 2005. Strategic cognitive maps of small business leaders. *Journal of Small Business Strategy*, 16(1): 27-40.
66. Shook, C.L., **Payne, G.T.**, and Voges, K.E.† 2005. The 'what' in top management group conflict: The effects of issue labels and interpretations. *Journal of Managerial Issues* 17(2): 162-177.
67. Juma, N.† and **Payne, G.T.** 2004. Intellectual capital and inter-firm collaboration: Effects on operating and market performance of new venture high-tech firms. *International Journal of Innovation Management*, 8(3): 297-318.
68. Kennedy, K.H., **Payne, G.T.**, and Whitehead, C.J. 2002. Matching industries between target and acquirer in high-tech mergers and acquisitions. *Technology Analysis & Strategic Management*, 14(2): 149-162.
69. **Payne, G.T.**, Nix, T., Hoffman, J. and Blair, J.D. 2001. An integrated doctoral educational model for researchers in strategy and health care. *Journal of Health Administration Education*, 19(3): 359-374.
70. Blair, J.D. and **Payne, G.T.** 2000. The paradox prescription: Leading the medical group of the future. *Health Care Management Review*, 25(1): 44-58.

BOOKS, BOOK CHAPTERS, AND OTHER PUBLICATIONS:

1. Waldron, T.L., McMullen, J., **Payne, G.T.**, Petrenko, O., and Wetherbe, J.C. 2025 (March 10). Cash is not always king in founder/investor relationships. *Entrepreneur & Innovation Exchange*, EIX.org. (DOI: 10.32617/1212-67cf0bd649c67) <http://eiexchange.com/content/cash-is-not-always-king-in-founder-investor-relationships>
* Received > 45K views since publication.

2. **Payne, G.T.** and Short, J. C. 2024. Narratives. In Discua Cruz, A. & Howorth, C. (Eds.) *Elgar Encyclopedia of Family Business*, Elgar Publishers., pgs. 301-305. (ISBN 978-1-80088-871-5)
3. Brigham, K.H. and **Payne, G.T.** (Eds.) 2023. *The Field Guide to Family Business Research*. Edward Elgar Publishing. (ISBN 978-1-80088-413-7)
 - Includes: Brigham, K.H. and **Payne, G.T.** 2023. Introduction to the Field Guide to Family Business Research, pgs. 1-6.
4. **Payne, G.T.** and Moore, C.B. 2022 (June 20). External corporate governance mechanisms: Linking forces to behaviors. In *Oxford Research Encyclopedia of Business and Management*, Oxford University Press. (10.1093/acrefore/9780190224851.013.371)
5. **Payne, G.T.** and Hayes, N.T.[†] 2021. Social capital, entrepreneurship, and family businesses. In Allen, M. & Gartner, W. (Eds.) *Family Entrepreneurship: Insights from Leading Experts on Successful Transgenerational Entrepreneurial Families*, Wiley Press, pgs. 331-344. (ISBN 978-3-030-66846-4).
6. **Payne, G.T.** and Petrenko, O.V. 2019. Agency theory in business and management research. In Aldag, R. J. (Ed.) *Oxford Research Encyclopedia of Business and Management*, Oxford University Press. (10.1093/acrefore/9780190224851.013.5)
7. Chandler, J.A.[†], Zachary, M.A., Brigham, K.H., and **Payne, G.T.** 2017. Long-term orientation: Reviewing the past and identifying future opportunities for family business research. In Hoy, F., & Kellermanns, F. (Eds.) *Family Business Companion*, Routledge, pgs. 70-89.
8. **Payne, G.T.** 2015. Entrepreneurial networks. In Audretsch, Hayter and Link (Eds.), *The Concise Guide to Entrepreneurship, Technology, and Innovation*, Edward Elgar Publishing. ISBN: 978-1-78347-418-9, pgs. 65-69.
9. **Payne, G.T.**, Zachary, M.A.[†], and LaFont, M.[†] 2014. Configurational approaches to the study of social ventures. In Jeremy C. Short (Ed.) *Social Entrepreneurship and Research Methods (Research Methodology in Strategy and Management, Volume 9)*, Series editors: D. Ketchen & D. Bergh), Emerald Group Publishing Limited, pgs.111-146.
10. McKenny, A.M.[†], **Payne, G.T.**, Zachary, M.A.[†], and Short, J.C. 2014. Multilevel analysis in family business studies. In Sharma, P., Melin, L., & Nordqvist (Eds.) *Handbook of Family Business*, Sage, pgs. 594-608.
11. McKenny, A.M.[†], Short, J.C., and **Payne, G.T.** 2012. The challenge for researchers. In R.G. Seymour, (Ed.), *Handbook of Research Methods on Social Entrepreneurship*. London, Edward Elgar, 231-250.
12. **Payne, G.T.**, Short, J.C., and Austin, R., with R. Anderson (Illustrator). 2011. *University Life: A College Survival Story*. Flatworld Knowledge. ISBN 13: 978-1-4533-1014-4.
13. Crockett, D.R.[†], **Payne, G.T.**, and McGee, J.E. 2007. Exploitation of entrepreneurial opportunities in the corporation: An exploration of functional-level support, decision autonomy, and performance. In J.A. Katz & T. Lumpkin, (Eds.), *Advances in Entrepreneurship, Firm Emergence, and Growth: Entrepreneurial Strategic Processes*, New York: JAI Press/Elsevier, 10: 33-64.
14. **Payne, G.T.**, Davis, J.L.[†] and Blair, J.D. 2007. Fit as moderation and matching: A test of strategy and structure congruence in relationship to performance. In Blair, J.D., Fottler, M.D., Ford, E., and Payne, G.T. (Eds.) *Advances in Health Care Management: Strategic Thinking and Entrepreneurial Action in the Health Care Industry*, JAI/Elsevier, 6: 59-98.
15. Blair, J.D., Fottler, M.D., Ford, E. and **Payne, G.T.** 2007. Perspectives on strategic thinking and entrepreneurial action in the health care industry. In Blair, J.D., Fottler, M.D., Ford, E., and Payne, G.T. (Eds.) *Advances in Health Care Management: Strategic Thinking and Entrepreneurial Action in the Health Care Industry*, JAI Press/Elsevier, 6: 3-9.

16. Blair, J.D., Nix, T.W., **Payne, G.T.**, Rotarius, T.M., and Whitehead, C.J. 2004. Stakeholder management—strategies and styles. In Lawrence, F. Wolper (Ed.), *Health Care Administration: Planning, Implementing, and Managing Organized Delivery Systems*, 4th Ed., Gaithersburg, MD: Aspen Publishers, pgs. 157-189.
17. **Payne, G.T.** 2003. Specialty hospitals: Are they good/ bad for health care? *Fort Worth Business Press*, August 15 ed., pg. 33.
18. **Payne, G.T.** and Kennedy, K.H. 2003. Rivalry intensity and its relationship to socioeconomic prosperity, firm specialization, and firm performance in SMEs. In Bygrave, W.D. et al. (Eds.) *Frontiers of Entrepreneurship Research, 2002*. (http://www.babson.edu/entrep/fer/Babson2002/X/X_P5/X_P5.htm)
19. Blair, J.D., Blair S.A., Fottler, M.D., Nix, T.W., **Payne, G.T.**, and Savage, G.T. 2002. From stakeholder management strategies to stakeholder management styles: Serendipitous research on organizational configurations. In Blair, J.D., Fottler, M.D., and Savage, G.T. (Eds.), *Advances in Health Care Management*, JAI Press, 3: 317-344.
20. **Payne, G.T.**, Blair, J.D. and Fottler, M.D. 2000. The role of paradox in integrated strategy and structure configurations: Exploring integrated delivery in health care. In Blair, J.D., Fottler, M.D., and Savage, G.T. (Eds.), *Advances in Health Care Management*, JAI Press, 1: 109-141.
21. Blair, J.D., **Payne, G.T.**, Rotarius, T.M., Whitehead, C.J., and Whyte, E.G. 1999. Strategic management of stakeholder relationships. In Lawrence, F. Wolper (Ed.), *Health Care Administration: Planning, Implementing, and Managing Organized Delivery Systems*, 3rd Ed., Gaithersburg, MD: Aspen Publishers, pgs. 136-160.

PAPERS UNDER REVIEW/INVITATIONS FOR REVISIONS:

- McLarty, B., Reid, S., Bernerth, J.B., and **Payne, G.T.** An affective events examination of group performance, leaders' emotions, and perceptions of entrepreneurial support.
- McSweeney, J.J., McSweeney, K., and **Payne, G.T.** Beware of Entrepreneurs Joining?: Exploring Verification Signals, Institutional Quality, and the Liability of Newness in Platform Markets. Revise and Resubmit for *Journal of Business Venturing*.
- Moore, C.B., **Payne, G.T.**, Soleimanof, S., and Rutherford, M. Filling institutional gaps: Linking entrepreneurial funding to foreign direct investment. Under review for the *Entrepreneurship and Regional Development*.
- Reid, S., Hayes, N., and Payne, G.T. Revisiting entrepreneurial orientation in family firms: A quasi-replication and extension. Reject and Resubmit for *Family Business Review*.
- Soleimanof, S., Daspit, J., **Payne, G.T.**, Moore, C.B., and Kim, T. Beyond entrepreneurship's economic benefits: A capability approach to understanding the link between entrepreneurship and subjective well-being in societies. Under review for *Entrepreneurship Theory and Practice*.
- Soleimanof, S., **Payne, G.T.**, Madison, K., and Holt, D.T. Microfoundations of strategic renewal in family firms: Insights from family communication patterns theory. Revise and resubmit for *Family Business Review*.
- Soleimanof, S., Sarooghi, H., Bylund, P., and **Payne, G.T.** The productivity of the entrepreneurial process: A configurational analysis of hierarchical institutional characteristics across countries. Under review for *Small Business Economics*.

OTHER WORKS IN PROGRESS:

- Chandler, J., **Payne, G.T.**, and Brigham, K. Work experiences do matter: The effect of founding team experiences on the pursuit of social initiatives in new ventures.
- Hayes, N.[†], **Payne, G.T.**, and Reid, S. Buzz versus Hype: Definitions, Differentiation, and Directions.

- Hayes, N.[†], **Payne, G.T.**, Reid, S., The role of buzz in initial public offering valuation decisions.
- Hayes, N.[†], Song, R., Hirshman, A. and **Payne, G.T.** CEO-firm response conflict.
- Hayes, N.[†], Reid, S., **Payne, G.T.**, Yakushko, N. Entrepreneurial rhetoric across the crisis lifecycle: How firms communicate through disruption and recovery.
- Nicholas, K., Moore, C.B., and **Payne, G.T.** Knowledge and firm boundaries: The impact of product innovativeness and industry experience on vertical integration.
- Payne, G.T.** and Zachary, M.A. Temporal fit, event salience, and windows of opportunity: An examination of product release timing.
- Payne, G.T.** Knowledge integration and the dominant coalition: A process-based theoretical model using family firms.
- Payne, G.T.**, Moore, C.B., Zachary, M.A., Brigham, K.H., and Tribble, L.L. Business Longevity: A firm-level conceptualization and examination using signaling theory.
- Penney, C., Combs, J., and **Payne, G.T.** An assessment and an agenda on the strategic alliances of family firms.
- Zachary, M., Bundy, J., Hayes, N.[†], and **Payne, G.T.** Organizational identity change and stakeholder influence: The role of power in shaping 'who we are'.

INVITED TALKS AND PROFESSIONAL DEVELOPMENT:

Keynotes and Invited Speaking Activities

- Webinar Speaker, IFERA (International Family Enterprise Research Association), November, 2025. Webinar Title: “Publishing Family Business Research in JBV.” Co-presenter with Sophie Bacq.
- Invited Scholar, Price College of Business, University of Oklahoma State, November, 2024. Presentation Title: “Recent Research and Future Directions.”
- Invited Scholar, Fogelman College of Business & Economics, University of Memphis, April, 2022. Presentation Title: “Signals and Investor Reactions: Recent Research and Future Directions.”
- Invited Speaker for Dean’s Advisory Council Spring Meeting, E.J. Ourso College of Business, Louisiana State University, April, 2022. “Faculty Highlight.”
- Invited Speaker for Webinar, Social Capital Research & Training (New Zealand), December, 2021. Presentation Title: “Social Capital and Family Entrepreneurship.”
- Distinguished Guest Speaker, China Marketing International Conference (CMIC), June, 2020. Presentation Title: “Publishing in Entrepreneurship and Family Business: An Editor’s Perspective.”
- Invited Scholar, E. J. Ourso College of Business, Louisiana State University, January, 2020. Presentation Title: “Strategic Publishing: People, Paper, and Positioning”
- Distinguished Speaker, “Moving Entrepreneurship Research Forward in China” Conference at Jilin University in Changchun, China, September, 2019. Presentation Title: “Framing Through Modeling: Linking Theory and Data in Entrepreneurship Research.”
- Invited Speaker, “Entrepreneurship Division Global Scholar Development Committee Event” at the 2019 Academy of Management, Boston, Massachusetts.
- Keynote Panel Speaker for “Moving from Conference Presentation to Publication”, 2019 Family Enterprise Research Conference (FERC) Meeting in Guadalajara, Mexico. Panel with Isabelle Le Breton-Miller and Nadine Kammerlander.
- Invited Scholar, College of Business, University of North Texas, April, 2019. Presentation Title: “A Strategic Perspective on Publishing: People, Paper, and Positioning.”

- Invited Scholar, Shidler College of Business, University of Hawaii (at Manoa), October, 2018. Presentation Title: “Reflections on Family Business Research: On Domains, Theory, and Empirics.”
- Invited Speaker, Family Enterprise Research Conference. June, 2018. Guadalajara, Mexico. Presentation Title: “Modeling: Connecting Theory and Methods”.
- Invited Scholar, School of Entrepreneurship, Spears College of Business at Oklahoma State University. April, 2017. Presentation Title: “Process and Variance Methods”.
- Invited Speaker, School of Medicine, Texas Tech Health Science Center. January 12, 2016. Presentation Title: “An Introduction to the Strategic Management Process”.
- Invited Scholar, School of Entrepreneurship, Spears College of Business at Oklahoma State University. November 20, 2015. Presentation Title: “Business Sustainability in IPOs”.
- Keynote Speaker and Special Guest for the 5th Scientific Conference on Family Business (June, 2015) in Lodz, Poland. Presentation Title: “Empirics in Family Business Research: Current Trends and Future Opportunities.”

Symposia/Consortia/Professional Development Workshop Presentations

- Panel Discussant, Academy of Management Annual Meeting, July, 2025. Presentation Title: “How to Publish Family Business Research in Top-tier Journals: A Multi-Editorial Perspective.”
- Symposium Presentation, Academy of Management, July, 2025. Presentation Title: “Harnessing Vulnerability: The Positive Effects of Neuroticism on Entrepreneurial Funding Success.”
- Symposium Panel Discussant, Southern Management Association, October, 2022. Presentation Title: “Why Failure is Important to Success.”
- Panel Discussant, Southern Management Association Annual Doctoral Student Consortium (Pre-Doctoral Stage), October, 2022. Presentation Title: “Special Panel 2: Advice from PhD students and the people who advise them.”
- Panel Discussant, Southern Management Association Annual Doctoral Student Consortium (Late Stage), November, 2021. Presentation Title: “Discussion on the Job Market.”
- Invited Speaker, Southern Management Association Annual Doctoral Student Consortium (Early Stage), October, 2020 (Virtual Presentation). Presentation Title: “Managing Reputation and Identity as a Scholar.”
- Invited Speaker, Southern Management Association Annual Doctoral Student Consortium (Late Stage), October, 2020 (Virtual Presentation). Presentation Title: “Tips for Job Market Success.”
- Panel Discussant, Southern Management Association Annual Pre-Doctoral Student Consortium, October, 2020 (Virtual Presentation). Topic: "Words of Wisdom from SMA Fellows."
- Professional Development Workshop, October, 2020 Southern Management Association (Virtual Presentation). Arena, D., Hancock, J., Lemoine, J., & Payne, G.T. "Picking a Winning Team: Planning and Executing Successful Symposia".
- Professional Development Workshop, 2020 Academy of Management Meeting in Vancouver. Topic: “Family Entrepreneurship Education for an Inclusive Organization.” Chairs: Esra Memili, Kathleen Randerson, and Natalia Vershinina. (Cancelled Due to COVID 19)
- Professional Development Workshop, 2020 Family Enterprise Research Conference (FERC) in Delray Beach, FL. Topic: “From Bricolage to Scale Development: Measuring the Family and It’s Enterprise”. Organizer: Rebecca Long. (Cancelled Due to COVID 19)
- Invited Speaker, Annual Doctoral Student Consortium (Late Stage), 2019 Southern Management Association Annual Meeting in Norfolk, VA. Topic: “Tips for Job Market Success.” Presented with Amy Henley.

- Professional Development Workshop, 2019 Family Enterprise Research Conference (FERC) in Burlington, Vermont. Topic: “Reviewing for Academic Journals – A Workshop for “New” Reviewers”. Presented with Don Neubaum.
- Invited Speaker, Annual Doctoral Student Consortium (Late Stage), 2018 Southern Management Association Annual Meeting in Lexington, KY. Topic: “Tips for Job Market Success.” Presented with Amy Henley.
- Round Table Discussant for “Meet the Editors”, 2018 Family Enterprise Research Conference (FERC) Meeting in Guadalajara, Mexico.
- Memili, E., Randerson, K. and Vershinina, N. (chairs). “Family Entrepreneurship Education for an Inclusive Organization.” Participant/Speaker in the Professional Development Workshop presented at the 2019 Academy of Management Meeting, Boston, Massachusetts.
- Randerson, K., Barredy, C., Bettinelli, C., and Dibrell, C. (chairs). “Family entrepreneurship at the interface: Bridging communities and expanding horizons.” Participant/Speaker in the Professional Development Workshop presented at the 2017 Academy of Management Meeting, Atlanta, Georgia.
- Evert, R.E., Brigham, K.H., Lumpkin, G.T., Payne, G.T., and Tribble, L.L. “SEE” the family: Linking sustainability, ethics and entrepreneurship to the family business. Symposium presented at the 2017 SEE Conference in San Juan, Puerto Rico.
- Ramachandran, I. (coordinator), Wright, P.M., Payne, G.T., Boyd, B., Gavin, M.B., and Gooty, J. “To bridge or not to bridge: Re-examining the micro-macro divide in management research.” Symposium presented at the 2016 Southern Management Association Meeting, Charlotte, NC.
- Siqueira, A.C.O. (co-coordinator), Honig, B. (co-coordinator), Meyer, A., Kickul, J., Spence, L., Meek, B., Gianiodis, P., and Payne, G.T. “Ethics as a source of innovation and entrepreneurial opportunity.” Professional Development Workshop presented at the 2016 Academy of Management Meeting, Anaheim, California.
- Crook, T.R., Moore, C.B., Payne, G.T., Rutherford, M. and Williams, E.N. "First mover research: The good, the bad, and the ugly." Symposium presented at the 2015 Southern Management Association Meeting, St. Pete's Beach, FL.
- Chrisman, J., Dibrell, C., Mueller, C., Payne, G.T., and Reuber, B. 2015. Panel Symposium: “Family business research from basics to hot topics: Editors and experts.” Presented at the Family Enterprise Research Conference (FERC) Meeting in Burlington, VT.
- Phelps, C.C. (co-coordinator), Paruchuri, S. (co-coordinator), Goossen, M.C. (co-coordinator), Berends, J.J., Grigori, K., Payne, G.T., Rothaermel, F., Salter, A., Wenpin, T., Zhao, J. Professional Development Workshop, "Multilevel innovation networks." Presented at the 2013 Academy of Management Meeting, Lake Buena Vista (Orlando), Florida.
- Pfarrer, M. (co-coordinator), Reger, R.K. (co-coordinator), Zachary, M.A., Payne, G.T., Benjamin, S., Ray, J., Bundy, J.N., McKenny, A.F. 2012. Professional Development Workshop, “Content analysis as an empirical tool.” Presented at the 2012 Southern Management Association meeting in Ft. Lauderdale, FL.
- Jones, R. (coordinator), Adams, G., Amason, A., Combs, J., Graffin, S., Kellermanns, F., Moore, C., Payne, G.T., Pfarrer, M., and Shook, C.L. 2011. Panel Symposium: “Emerging paradigms: The evolution and future directions of strategic management.” Presented at the Southern Management Association meeting in Savannah, Georgia.

Training and Judging

- Invited Scholar and Mentor, Spears School of Business, Oklahoma State University, April, 2022. Advising PhD in Entrepreneurship and Executive PhD in Entrepreneurship Students on research topics and modeling.

- Judge for 4th Annual *Family Enterprise Case Competition*, Burlington, VT (January, 2016). Evaluated teams of Undergraduate and Graduate Students over the course of the 3-day competition. Evaluation included assessment of content, style, and Q&A.
- Representative of Texas Tech in the *Experiential Classroom XIII: Entrepreneurship Program Development Track* (September, 2007). Worked with other Big 12 Conference University representatives to develop individual entrepreneurship programs and a collective initiative to promote entrepreneurship education in the Big 12 Conference.
- “Strategic Management: More than Just Planning.” Presenter for the *Mini-MBA for Physicians and Health Care Executives*, sponsored by Texas Health Resources.
 - Frisco, Texas, May, 2005.
 - Dallas, Texas, December, 2004.
 - Ft. Worth, Texas, December, 2003.

PROFESSIONAL INTERVIEWS, PODCASTS, AND MEDIA COVERAGE/MENTIONS:

- Business Daily Africa*, By Scott Bellows. “The Hidden Cost of Cronyism in Kenya’s Entrepreneurship.” Posted: Wed, Dec 10, 2025. (<https://www.businessdailyafrica.com/bd/lifestyle/workplace/the-hidden-cost-of-cronyism-in-kenya-s-entrepreneurship-5292910>)
- Greater Baton Rouge Business Report*, “LSU Professor Warns Against ‘Stagnation’ Amid Recession Fears.” Posted: Tues, June 14, 2022. (<https://www.businessreport.com/economy/lsu-professor-warns-against-stagnation-amid-recession-fears>)
- FFI on Friday Podcast*. Hosted by Jordan Rich. “The Future of Family Business Research.” Posted: October 30, 2020.
- Rawls College News*. By Casey Montalvo, “Ph.D. Faculty Spotlight: Tyge Payne.” Posted: Sept 29, 2017. (<http://www.depts.ttu.edu/rawlsbusiness/news/posts/2017/09/phd-faculty-spotlight-tyge-payne.php>)
- My Plainview*. By Homer Marquez. “Welch starts new team leader role at Covenant Health Plainview.” Posted: June 9, 2017
- Management INK*. By Cynthia Nelevanko, SAGE Editor. “Introducing the Editor-Elect for *Family Business Review*.” Posted: April, 2017. (<http://managementink.wordpress.com/>)
- Management INK*. Podcast interview by Karen Vinton, Assistant Editor, *Family Business Review*, about “Empirics in Family Business Research: Progress, Challenges, and the Path Ahead,” published in *Family Business Review* by Evert, Martin, McLeod and Payne. Posted: February, 2016. (<http://managementink.wordpress.com/>)
- Management INK*. By Cynthia Nalevanko, SAGE Editor. “Robert E. Evert on Empirics in Family Business Research”, about “Empirics in Family Business Research: Progress, Challenges, and the Path Ahead,” published in *Family Business Review* by Evert, Martin, McLeod and Payne. Posted: July 27, 2015. (<http://managementink.wordpress.com/>)
- Texas Tech University Toreador*. By David Gay, Staff Writer. “Alumnus Serves as Lubbock Police Chief.” Quoted, September 15, 2015.
- Management INK*. By Lori L. Hart, Contributor. “Reflections on Academic Research and Writing (Part 2): Ethical Publishing” about editorial, “It Takes a Village: Ethical Publishing of Family Business Research,” in *Family Business Review* by Payne and Ireland. Posted: June 3, 2015. (<http://managementink.wordpress.com/>)
- Management INK*. By Cynthia Nalevanko, SAGE Editor. “Assessing Espoused Goals in Private Family Firms Using Content Analysis,” about article of same name in *Family Business Review* by McKenny, Short, Zachary, and Payen. Posted: January 5, 2012. (<http://managementink.wordpress.com/>)

- The Library Journal*. By Martha Cornog. "Graphic Novels Reviews, September 15, 2011." (http://www.libraryjournal.com/lj/reviews/book/891720-421/graphic_novels_reviews_september_15.html.csp) States, "VERDICT: While a table of contents and a few resources would have enhanced its value, this entertaining and useful title will appeal to most young people interested in college as well as help parents understand the challenges facing their future grads and assist career counselors initiate discussions."
- Management INK*. By Cynthia Nalevanko, Editor. "Free Access to Top-Read Family Business Review Articles," about "Family Firms and Entrepreneurial Orientation in Publicly Traded Firms: A Comparative Analysis of the S&P 500" in *Family Business Review* by Short, Payne, Brigham, Lumpkin, and Broberg. Posted: May 13, 2011. (<http://managementink.wordpress.com/>)
- Texas Tech Today*. By Leslie Cranford. "Texas Tech Rawls College Author: Surviving College by Reading Comics. No pop-up pictures, but rather a modern take on creating engaging textbooks." May 4, 2011. (<http://today.ttu.edu/2011/05/texas-tech-rawls-college-author-surviving-college-by-reading-comics/>)
- Publishers Weekly*. By Calvin Reid. "More Graphic Textbooks from Flat World Knowledge." April 12, 2011. (<http://www.publishersweekly.com/pw/mobile/digital/article/46847-more-graphic-textbooks-from-flat-world-knowledge.html>)
- KCBD NewsChannel 11. KCBD.com*. "Chancellor's Council Distinguished Teaching, Research Awards Announced." December 10, 2010. (<http://www.kcbd.com/Global/story.asp?S=13652106>)
- Lubbock OnLine: Lubbock Avalanche-Journal*. "Tech Management Profs Honored for Article." November 14, 2010. (<http://lubbockonline.com/money/2010-11-14/business-bulletin-board>)
- Management INK*. By Cynthia Nalevanko, Editor. "2010 Family Business Review Best Paper Awards," about "Family Firms and Entrepreneurial Orientation in Publicly Traded Firms: A Comparative Analysis of the S&P 500" published in *Family Business Review* by J.C. Short, G.T. Payne, K.H. Brigham, G.T. Lumpkin, and J.C. Broberg. Posted: August 24, 2010. (<http://managementink.wordpress.com/>)
- The Daily Toreador* (Texas Tech's Daily Newspaper), by Staff Writer Sherrel Jones. "Satirical Shows Inspire Tech Professor's Graphic Novel Textbook." Friday, August, 28, 2009. Personal interview and quote in article.
- Research Trends*, Volume 12: 11, by Editor Andrew Plume, "Why did you cite...a classic paper?" (*Research Trends* is a bi-monthly newsletter providing objective, up-to-the-minute insights into scientific trends based on bibliometric analysis.) July, 2009. Email interview and quote in article.
- Texas International Education Consortium (TIEC) Gazette*, by Editor Ernie Wood. "Texas Business Faculty Praise Moroccan Teaching Experience," January, 2005. Phone interview and quote in article.
- KTVT-TV Dallas, TX (CBS 11) "WorldCom and Ethics Education in Business Schools," May, 2002. Personal television interview.

PROCEEDINGS AND CONFERENCE PAPER PRESENTATIONS:

1. Reid, S., Chandler, G., and Payne, G.T. 2026. Revisiting Mollick (2014): Replication and extension of the relationships in crowdfunding. To be presented at the Babson College Entrepreneurship Research Conference (BCERC) in Tuscaloosa, AL.
2. Soleimanof, S., Strano, S.M., Lemos Mesquita, M.G., and **Payne, G.T.** 2026. When institutions collide: The interactive effects of rule of law and cronyism on destructive entrepreneurship. To be presented at the Babson College Entrepreneurship Research Conference (BCERC) in Tuscaloosa, AL.

3. Hayes, N., **Payne, G.T.**, Reid, S., Cabral, J., and Brigham, K.H. 2023. The role of buzz in the initial public offering valuation decision. Presented at the Babson College Entrepreneurship Research Conference (BCERC) in Knoxville, TN.
4. Hayes, N., and **Payne, G.T.** 2021. Entrepreneurial orientation in family firms: A replication and extension. Presented at the Southern Management Association Annual Meeting in New Orleans, LA.
5. Tribble, L.L., **Payne, G.T.**, Petrenko, O., Moore, C.B., and Hayes, N. 2019. Ownership concentration, IPO process time, and underpricing. Presented at the Southern Management Association Annual Meeting in Norfolk, VA.
6. McLeod, M., Brigham, K., Chandler, G., **Payne, G.T.**, and Sears, J. 2018. The role of rhetorical modes in firm uncertainty and performance. Presented at the Strategic Management Society Annual Conference in Paris, France.
7. Zachary, M., Bundy, J., Hayes, N., and **Payne, G.T.** 2018. Organizational identity change and stakeholder influence: The role of power in shaping 'who we are'. Presented at the Strategic Management Society Annual Conference in Paris, France.
8. Chandler, J., **Payne, G.T.**, Moore, C.B., and Brigham, K.H. 2018. Exploring the negative implications of family signals in Initial Public Offerings. Presented at the Sustainability, Entrepreneurship and Ethics (SEE) Conference in Washington, DC.
9. Chandler, J., Petrenko, O., and **Payne, G.T.** 2017. We do what we are: The effects of organizational identity orientation on growth strategies. Presented at the Strategic Management Society Annual Conference in Houston, TX.
10. Gullifor, D., **Payne, G.T.**, Chandler, J., Moore, C., Evert, R.E., McLeod, M. 2017. Top management team (TMT) characteristics and entrepreneurial orientation (EO): The moderating role of firm size. Presented at the Southern Management Association Meeting in St. Pete's Beach, FL.
11. Tribble, L.L., Zachary, M.A., and **Payne, G.T.** 2017. When organizations don't walk the talk: The consequences of failing to uphold organizational virtue rhetoric. Presented at the Sustainability, Entrepreneurship and Ethics (SEE) Conference in San Juan, Puerto Rico.
12. Chandler, J., **Payne, G.T.**, and Xu, L. 2016. Signaling organizational positivity: Examining the relationship between positive psychological capital rhetoric and firm performance. Presented at the Strategic Management Society Annual Conference in Berlin, Germany.
13. Nicholas, K., Zachary, M.A., and **Payne, G.T.** 2016. The effects of reputation, infomediary information, and status affiliation on market performance. Presented at the Southern Management Association Meeting in Charlotte, NC.
14. Sears, J., McLeod, M.S., Evert, R.E., and **Payne, G.T.** 2016. Corporate venture capital, credible commitments, and calculative trust. Presented at the Academy of Management Annual Meeting in Anaheim, CA and published in the Academy of Management Proceedings.
15. Xu, L., Payne, G.T., Lu, Q., and Chandler, J. 2016. Reputation and status inconsistency: An examination of its effects in the IPO market. Presented at the Academy of Management Annual Meeting in Anaheim, CA and published in the Academy of Management Proceedings.
16. Nicholas, K., Moore, C.B., and **Payne, G.T.** 2015. Knowledge and firm boundaries: The impact of product innovativeness and industry experience on vertical integration. Presented at the Strategic Management Society Annual Conference in Denver, Colorado.
17. Zachary, M.A., Sexton, J., Nicholas, K., and **Payne, G.T.** 2015. The good, the bad, and the mixed: Interactive effects of concurrent signals on receiver response. Presented at the Strategic Management Society Annual Conference in Denver, Colorado.
18. **Payne, G.T.**, Moore, C.B., Zachary, M.A., and Brigham, K.H. 2015. Business sustainability in entrepreneurial firms: Examining the impact of temporality and virtue dimensions on market

- performance. Presented at the Sustainability, Entrepreneurship and Ethics (SEE) Conference in Denver, CO.
19. Markman, G., **Payne, G.T.**, Zachary, M.A., and Gianiodis, P. 2014. What do we know about entry? Presented at the Strategic Management Society Meeting in Madrid, Spain.
 20. Zachary, M.A., **Payne, G.T.**, Neubaum, D. 2014. Organizational resilience following periods of crisis: How family control and firm age influence changes in innovativeness over time. Presented at the Theories of Family Enterprises Conference in Edmonton, AB, Canada.
 21. **Payne, G.T.**, Assaf, A., and Zachary, M.A. 2014. A governance model of joint venture value creation. Presented at the Academy of Management Meeting in Philadelphia, PA.
 22. Moore, C.M, **Payne, G.T.**, and Filatotchev, I. 2012. Economic and social perspectives on competitive rivalry: Untangling ceremonies, status, and firm performance. Presented at the Strategic Management Society Annual Conference in Prague, Czech Republic.
 23. Zachary, M.A. and **Payne, G.T.** 2012. Temporal fit and performance of event-specific product releases. Presented at the Strategic Management Society Annual Conference in Prague, Czech Republic.
 24. Drover, W., M. Wood and **Payne, G.T.** 2012. Embracing the iron cage: The effects of perceived control on venture capital investment decisions. Presented at the 2012 Babson College Entrepreneurship Research Conference (BCERC), Texas Christian University, Fort Worth, TX.
 25. Brigham, K.H., Lumpkin, G.T., **Payne, G.T.** and Zachary, M.A. 2012. Long-term orientation and firm performance: Construct validation and comparative analysis in public and private high-growth entrepreneurial firms. Presented at the 2012 Babson College Entrepreneurship Research Conference (BCERC), Texas Christian University, Fort Worth, TX.
 26. Moss, T.W. and **Payne, G.T.** 2012. Exploration/exploitation and firm performance: A longitudinal examination of magnitude, balance, and strategic consistency. Presented at the Western Academy of Management Conference, La Jolla, CA.
 27. Moore, C.B. and **Payne, G.T.** 2011. Social capital research. Presented at the Annual Academy of Management Conference in San Antonio, Texas.
 28. **Payne, G.T.**, Zachary, M.A., and Short, J.C. 2010. Temporal fit, misfit, and performance: Testing pace entrainment in the movie production industry. Presented at the Annual INFORMS Meeting, Austin, TX.
 29. Moore, C.B., **Payne, G.T.**, Davis, J.L., and Bell, R.G. 2010. Social capital research in entrepreneurship: Conceptualizations, measurements and future considerations. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, St. Pete's Beach, FL.
 30. McKenny, A.M., Short, J.C., and **Payne, G.T.** 2010. Examining multiple organizational identity alignment: A comparison of university and college of business mission statements. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, St. Pete's Beach, FL.
 31. Zachary, M.A., **Payne, G.T.**, McKenny, A.M., and Short, J.C. 2010. Family firms and market orientation: A comparative analysis of the S&P 500. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, St. Pete's Beach, FL.
 32. **Payne, G.T.**, Brigham, K.H., Broberg, J.C., Moss, T.W., and Short, J.C. 2010. Organizational virtue and family firms: An exploratory analysis of the S&P 500. Presented at the Academy of Management Conference in Montreal, Canada.
 33. Yu, A., Lumpkin, G.T., Sorenson, R.L., Howell, R., Brigham, K.H., and **Payne, G.T.** 2010. Entrepreneurial orientation and family business outcomes: Two competing configurational models. Presented at the Academy of Management Conference in Montreal, Canada.

34. McKenny, A.M., Short, J.C., **Payne, G.T.**, and Rutherford, M. 2010. Organizational optimism: Construct validation and exploratory analysis. Presented at the Academy of Management Conference in Montreal, Canada.
35. Bell, R.G., Moore, C.B., **Payne, G.T.**, and Davis, J.L. 2009. Institutional distance and cross-border venture capital flows. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Asheville, NC.
Winner: Best Paper for Entrepreneurship/Innovation/IT Track.
36. Moss, T.W., Short, J.C., **Payne, G.T.**, and Lumpkin, G.T. 2009. Dual identities in social ventures: An empirical examination. Presented at the Academy of Management Conference in Chicago, IL.
37. Short, J.C. **Payne, G.T.**, Brigham, K.H., Lumpkin, G.T., and Broberg, J.C. 2008. Family firms and entrepreneurial orientation in publicly traded firms: A comparative analysis of the S&P 500. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, St. Pete's Beach, FL.
38. Moore, C.B., Autry, C., Griffis, S., and **Payne, G.T.** 2008. A social perspective on interorganizational competitive rivalry. Presented at the Strategic Management Society Annual Conference in Cologne, Germany.
39. Broberg, J.C., Short, J.C. **Payne, G.T.**, Conover, J. and McKelvie, A. 2008. National political institutions and resource environments as determinants of national entrepreneurial activity. Presented at the 28th Babson-Kauffman Entrepreneurship Research Conference (BKERC), The University of North Carolina in Chapel Hill, NC.
40. Voges, K.E., Shook, C.L., and **Payne, G.T.** 2008. Buyer-seller publicness dissimilarity and red tape in privatized relationships. Presented at and in the Proceedings of the Annual Meeting of the Southwest Academy of Management, Houston, TX.
41. Davis, J.L., **Payne, G.T.** and McGee, J.E. 2007. A meta-analytic investigation of moderators and measures of the entrepreneurial orientation-firm performance relationship. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Nashville, TN.
42. Davis, J.L., R. Greg Bell, **Payne, G.T.** and Kreiser, P. 2007. Entrepreneurially-oriented top managers and firm growth: The moderating role of organizational power. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Nashville, TN.
43. Bell, R.G., **Payne, G.T.**, and J. Lee Whittington. 2007. A longitudinal study of strategic leadership and performance in non-profit religious organizations. Presented at the Festschrift, honoring James (Jerry) G. Hunt, Institute of Leadership Research at Texas Tech University, Lubbock, TX.
44. Moore, C.B., **Payne, G.T.**, and Autry, C. 2007. A study of networks, entrepreneurship, and performance: Examining relational, structural, and brokerage effects. Presented at the Strategic Management Society Annual Conference in San Diego, CA.
45. Davis, J.L. and **Payne, G.T.** 2007. Firm-level entrepreneurship and performance: A meta-analytic investigation of moderators and measures of the entrepreneurial orientation construct. Presented at the Strategic Management Society Annual Conference in San Diego, CA.
46. Alhorr, H.S., Moore, C.B., **Payne, G.T.**, and Bell, R.G. 2007. Economic integration and cross-border entrepreneurial activity: Evidence from the EU. Presented at the Academy of Management Conference Philadelphia, PA.
47. Nuno, D. and **Payne, G.T.** 2007. Investing in social and human capital to improve NPO growth. Presented at the Academy of Management Conference Philadelphia, PA.
48. Crockett, D.R., **Payne, G.T.**, and McGee, J.E. 2007. Launching successful corporate entrepreneurial initiatives: The role of functional-area support and decision autonomy. Presented at the Academy of Management Conference Philadelphia, PA.

49. Bell, R.G., Davis, J.L. and **Payne, G.T.** 2006. Growth strategies and leader tenure: An examination of non-profit organizations. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Clearwater Beach, FL.
50. Davis, J.L., **Payne, G.T.** and McMahan, G.C. 2006. Ethics of mutual fund managers: An international perspective. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Clearwater Beach, FL.
51. **Payne, G.T.** and Davis, J.L. 2006. Venture capital and the entrepreneur's network. Presented at the Annual Meeting of the Southwestern Academy of Management, Oklahoma City, OK.
52. Kennedy, K.H and **Payne, G.T.** 2006. Commerce versus art: Entrepreneurial strategies in the global motion picture industry. Presented at the 26th Babson-Kauffman Entrepreneurship Research Conference (BKERC), Indiana University, Bloomington, IN.
53. Davis, J.L., **Payne, G.T.** and McMahan, G.C. 2005. Scandalous behavior of mutual fund managers: An exploratory study of the influence of management fees and fund control on unethical behavior. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Charleston, SC.
Winner: Best Doctoral Student Paper for Ethics/Social Issues/Diversity Track and Best Overall Doctoral Student Paper (first author must be doctoral student).
54. Crockett, D.R., McGee, J.E. and **Payne, G.T.** 2005. Corporate venturing: The role of the venture management team and decision autonomy. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Charleston, SC.
55. Dean, M.A., Shook, C.L and **Payne, G.T.** 2005. Data analytic trends and training in entrepreneurship research. Presented at the Academy of Management Conference in Honolulu, HI.
56. Davis, J.L and **Payne, G.T.** 2005. Confidence and control as determinants of initial venture financing. Presented at the 25th Babson-Kauffman Entrepreneurship Research Conference (BKERC), Babson University, Wellesley, MA.
57. Kim, K. and **Payne, G.T.** 2004. The role of emotion in strategic decision-making. Presented to the Academy of Management Conference New Orleans, LA.
58. Kim, K. and **Payne, G.T.** 2004. Implications of paradigm conflicts on theory development in strategic management. Presented to the Academy of Management Conference in New Orleans, LA.
59. O'Brien, R. and **Payne, G.T.** 2004. Decision applications for organizations in crisis situations: Creating and utilizing social capital. Presented to the Academy of Management Conference in New Orleans, LA.
60. Kennedy, K.H. and **Payne, G.T.** 2003. The role of market hostility, prosperity and privatization on international entrepreneurship in the 21st Century: A reflection on the effects of market systems. Presented to the Irish Academy of Management Conference in Dublin, Ireland.
61. Juma, N. and **Payne, G.T.** 2003. An assessment of the use of regression in international business research. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Tampa, FL.
62. Juma, N. and **Payne, G.T.** 2003. Intellectual capital and inter-firm collaboration: Effects on operating and market performance of new venture high-tech firms. Presented to the Academy of Management Conference in Seattle, WA.
63. Kim, K. and **Payne, G.T.** 2003. Organizational homogeneity and heterogeneity: Incorporating the decision maker. Presented to the Academy of Management Conference in Seattle, WA.
64. **Payne, G.T.** and Kennedy, K.H. 2003. Alternatives to acquisitions: Strategic use of interorganizational relationships in an uncertain global environment. Presented to the Eastern Academy of Management International Conference in Porto, Portugal.

65. **Payne, G.T.** 2002. Configurational equifinality and organizational performance in small firms operating under environmental uncertainty. Presented to the Academy of Management, Denver, CO.
66. **Payne, G.T.** and Kennedy, K.H. 2002. Rivalry intensity and its relationship to socioeconomic prosperity, firm specialization, and firm performance in SMEs. Presented at the 22nd Babson-Kauffman Entrepreneurship Research Conference (BKERC), University of Colorado, Boulder, CO.
67. Kennedy, K.H. and **Payne, G.T.** 2001. An institutional view of international business: Key actors, organizations in organizational fields, the state, and its macro environment. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, New Orleans, LA.
68. **Payne, G.T.** and Blair, J.D. 1999. Rising with the institutional tide: Strategies for enhancing organizational legitimacy in the health care industry. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Atlanta, GA.
69. Payne, D.T. and **Payne, G.T.** 1999. HMO liability for failure to disclose: Legal issues and insights for health care managers. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Atlanta, GA.
70. Blair, J.D., Blair, S.A., Fottler, M.D., Nix, T.W., **Payne, G.T.**, and Savage, G.T. 1999. Relationship navigator or relationship ostrich? Linking stakeholder management styles to key firm resources. Presented to the Academy of Management, Chicago, IL.
71. **Payne, G.T.**, Blair, J.D. and Fottler, M.D. 1998. Multiple paradoxes in the strategic web: Leadership challenges in the health care industry. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, New Orleans, LA.
72. **Payne, G.T.**, Blair, J.D. and Fottler, M.D. 1997. Parallel dimensions of strategic enactment: Linking strategic identity, image and behavior. Presented at and in the Proceedings of the Annual Meeting of the Southern Management Association, Atlanta GA.
73. **Payne, G.T.** 1997. Does planning matter? The impact of the formal planning process on the content of strategic intentions and tactical actions. Presented to the Academy of Management, Boston, MA.

SERVICE (NATIONAL / INTERNATIONAL):

Leadership Activities/Administrative Appointments

- Southern Management Association (SMA) Fellows Dean, 2022 – 2025.
- Southern Management Association (SMA) Fellows Associate Dean, 2018 – 2022.
- Co-Chair (with Cristina Cruz), Careers Academy, Family Enterprise Research Conference, 2018.
- Chair of Southern Management Association PhD Consortia, 2012 – 2013.
- Co-Coordinator of Southern Management Association PhD Consortia, 2010 – 2012.
 - Late-Stage Coordinator, 2012.
 - Early-Stage Coordinator, 2011.
- Board of Governors, Southern Management Association, 2009 – 2012. Selected by general election by membership for three-year appointment.
- Southern Management Association Track Chair, 2009: Strategic Management/ Organizational Theory/International Management Track. Responsible for soliciting manuscripts, overseeing reviewing and acceptance processes, organizing program, and determining best paper and reviewer awards.

Editorial Positions

- Field Editor, *Journal of Business Venturing*, June 1, 2022 – present.
- Editor-in-Chief, *Family Business Review*, January 1, 2018 – December 31, 2020.
- Associate Editor, *Family Business Review*, 2013 – 2017.

- Co-Editor (Special Issue, 2019), with Eric Gedajlovic, Peter Gianiodis, Reddi Kotha, Gideon Markman, and Christopher Tucci, “The who, where, what, how, and when of market entry”, *Journal of Management Studies*, 56(7).
 - Special Paper Development Conference held May 19-21, 2017 in Denver, CO.
- Co-Editor (2nd Biennial Review Issue, 2018), with Daniel Holt, Allison Pearson, and Pramodita Sharma. *Family Business Review*, 31(1).
- Co-Editor (Special Issue, 2017), with Allison Pearson and Jon Carr. “Process and Variance Methods”, *Family Business Review*, 30(1).
- Co-Editor (Special Issue, 2013), with Eric Gedajlovic, Benson Honig, Curt Moore, and Mike Wright. “Social Capital and Entrepreneurship”, *Entrepreneurship Theory and Practice*, 37(3).
 - Special Developmental Conference held April 19-22, 2012 in Vancouver, CA.
- Co-Editor (Special Issue), with John D. Blair, Myron D. Fottler, and Eric S. Ford, *Strategic Thinking and Entrepreneurial Action in the Health Care Industry*, Volume 6 of *Advances in Health Care Management*, 2007 JAI/Elsevier Science.
- Assistant Editor, JAI/Elsevier Science, *Advances in Health Care Management*, 1998 – 2001.

Advisory Review Board Memberships

- Advisory Board, Sustainability, Ethics, and Entrepreneurship (SEE) Conference, 2015 – 2022.
- International Advisory Review Board, *Entrepreneurial Business and Economics Review*, 2021–present.

Editorial Review Board Memberships

- Editorial Review Board, *Strategic Entrepreneurship Journal*, 2015 – present.
- Editorial Review Board, *Entrepreneurship Theory & Practice*, 2014 – present.
- Editorial Review Board, *Journal of Management*, 2008 – present.
- Editorial Review Board, *Journal of Business Venturing*, 2017 – 2022 (discontinued to become Field Editor).
- Editorial Review Board, *Journal of Small Business Management*, 2005 – 2019.
- Editorial Review Board, *Group and Organization Management*, 2014 – 2020.
- Editorial Review Board, *Family Business Review*, 2011 – 2013 (discontinued to become Associate Editor, then Editor-in-Chief)

Reviewer Service

- Reviewer for Southern Management Association, 1997 – 2011, 2017
 - Business Policy and Strategy, Entrepreneurship/Ethics, Technology/Innovation, and/or Health Care/Hospitality Management Tracks.
- Family Enterprise Research Conference (FERC) Review Board, 2012.
- Reviewer for Academy of Management, 1997 – 2012
 - Business Policy and Strategy Division (1999 – 2012)
 - Entrepreneurship Division (2001 – 2004, 2006 – 2012)
 - Health Care Management Division (1997 – 1999).
- Ad Hoc Reviewer (2000 – present) for:

<ul style="list-style-type: none"> ➤ <i>Academy of Management Review</i> ➤ <i>Business and Society</i> ➤ <i>Business Ethics Quarterly</i> ➤ <i>Entrepreneurship Theory & Practice</i> ➤ <i>European Journal of Work and Organizational Psychology</i> ➤ <i>Family Business Review</i> ➤ <i>Group and Organization Management</i> ➤ <i>Health Care Management Review</i> 	<ul style="list-style-type: none"> ➤ <i>Journal of Management</i> ➤ <i>Journal of Management Studies</i> ➤ <i>Journal of Managerial Issues</i> ➤ <i>Journal of Small Business Management</i> ➤ <i>Journal of Supply Chain Management</i> ➤ <i>Innovation: Organization & Management</i> ➤ <i>Leadership Quarterly</i> ➤ <i>Nonprofit and Voluntary Sector Quarterly</i> ➤ <i>Organizational Dynamics</i>
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| ➤ <i>Human Relations</i> | ➤ <i>Organizational Research Methods</i> |
| ➤ <i>Human Resource Management Review</i> | ➤ <i>Organization Science</i> |
| ➤ <i>Journal of Business Ethics</i> | ➤ <i>Small Business Economics</i> |
| ➤ <i>Journal of Business Research</i> | ➤ <i>Strategic Entrepreneurship Journal</i> |
| ➤ <i>Journal of Business Venturing</i> | ➤ <i>Strategic Management Journal</i> |
| ➤ <i>Journal of Family Business Management</i> | ➤ <i>Strategy Science</i> |
| ➤ <i>Journal of Healthcare Management</i> | ➤ <i>Venture Capital: An International Review</i> |

External Reviewer/Letter Writer

Promotion to Associate and/or Tenure

- Mississippi State University, 2021.
- Texas State University, 2020.
- University of North Texas, 2020.
- Oklahoma State University, 2020.
- University of Hawai'i at Manoa, 2019.
- Louisiana State University, 2018.
- Oregon State University, 2018.
- Louisiana Tech University, 2017.
- Mississippi State University, 2015.
- University of South Florida, 2015.
- Utah State University, 2013.

Promotion to Full Rank

- University of Nevada at Las Vegas (UNLV), 2024
- Oklahoma State University, 2022.
- University of Mississippi, 2021.
- Louisiana Tech University, 2021.
- Oklahoma State University, 2018.
- Louisiana Tech University, 2015.

Promotion for Teaching Faculty

- University of Oklahoma, 2021.

Discussant Service

- 2012 Discussant for Southern Management Association, Entrepreneurship/Information Technology/Innovation Track. Session title: "Social entrepreneurship."
- 2007 Discussant for Southern Management Association, Entrepreneurship/Innovation/ Information Technology Track. Session title: "Regional influences on entrepreneurship."
- 2005 Discussant for Southern Management Association, Strategic Management/ Entrepreneurship Track. Session title: "The role of risk in strategic decision making."
- 2004 Discussant for Southern Management Association, Strategic Management/ Entrepreneurship Track. Session title: "Entrepreneurship."
- 2004 Discussant for Southern Management Association, Global Management/Information Technology/Innovation Track. Session title: "Cross cultural management: Leadership, personality, and expatriate failure."
- 2003 Discussant for Southern Management Association, Strategy Management/ Entrepreneurship Track. Session title: "New theory for strategy."
- 2002 Discussant for Southern Management Association, Strategic Management/Business Policy Track. Session title: "New directions in strategic management theory."
- 2001 Discussant for Southern Management Association, Entrepreneurship/Ethics Track.

- 2000 Discussant for Southern Management Association, Strategic Management/Business Policy Track.

Session Chair Service

- 2011 Session Chair for Academy of Management, Business Policy and Strategy Division. Session title: "Melding internal and external drivers of innovation."
- 2006 Session Chair for Southern Management Association, Strategic Management/ Entrepreneurship Track. Session title: "CEOs and strategy issues."
- 2006 Session Chair for Academy of Management, Entrepreneurship Division. Session title: "Investors and the balance of power."
- 2000 Session Chair for Southern Management Association, Strategic Management/Business Policy Track.
- 1997 Symposium Chair for Southern Management Association.

Committee Service

- 2024 *Family Business Review* Best Article Committee (Member). Evaluated and selected top article published in 2023.
- 2024 *Journal of Business Venturing* Best Article Committee (Member). Evaluated and recommended top articles published in 2023 to be considered for vote.
- 2023 *Family Business Review* Editor Search Committee (Member). Family Firm Institute, Inc.
- 2022 James G. (Jerry) Hunt SMA Sustained Outstanding Service Award Committee (Member). – Southern Management Association Conference.
- 2021 Best Overall Paper Committee (Member) – Southern Management Association Conference.
- 2015 – 2021. Research Committee (Member) – Entrepreneurship Division of the Academy of Management. Two consecutive 3-year appointments. Members evaluate research awards for division.
- 2018 Best Doctoral Student Paper Committee (Member) – Southern Management Association Conference, Strategy Track.
- 2017 Best Paper Committee (Member) – Southern Management Association Conference.
- 2011 Best Paper Committee (Member) – Eastern Academy of Management and Southern Management Association International Conference.
- 2010 Doctoral Student Consortium Committee (Member), Southern Management Association – Responsible for overseeing annual consortium geared toward new doctoral students in management.
- 2009 Best Paper Committee (Chair) – Strategy/International Management/ Organizational Theory Track, Southern Management Association.
- 2009 Best Doctoral Student Paper Committee (Chair) – Strategy/International Management/ Organizational Theory Track, Southern Management Association.
- 2004 Best Overall Doctoral Student Paper Award Committee (Member) – Southern Management Association Annual Conference.
- 2002 Best Track Paper Review Committee (Member) – Strategic Management/Business Policy Track, Southern Management Association.

Mentoring and Career Development

- 2022 Mentor in Paper Development Workshop, Southern Management Association, Annual Conference in Little Rock, AR.
- 2021 Mentor in Paper Development Workshop, Family Enterprise Research Conference (FERC) Virtual Meeting.
- 2015 Mentor in Paper Development Workshop, Southern Management Association Annual Meeting in St. Pete's Beach, FL.
- 2015 Round Table Discussant for Careers Academy, Family Enterprise Research Conference (FERC) Meeting in Burlington, VT. Topic: "Keys to a Successful Career."

- 2014 Round Table Discussant for Early-Stage Doctoral Consortium, Southern Management Association Annual Meeting in Savannah, GA.
- 2014 Collaboration Luncheon Round Table Facilitator for “Research on Social Capital”. Southern Management Association Annual Meeting in Savannah, GA.
- 2013 Round Table Discussant for Early-Stage Doctoral Consortium, Southern Management Association Annual Meeting in New Orleans, FL.
- 2013 Mentor in Paper Development Workshop, Southern Management Association Annual Meeting in New Orleans, FL.
- 2012 Mentor in Paper Development Workshop, Southern Management Association Annual Meeting in Ft. Lauderdale, FL.
- 2012 Collaboration Luncheon Round Table Facilitator for “Research on Organization/Environment Fit”. Southern Management Association Annual Meeting in Ft. Lauderdale, FL.
- 2011 Mentor in Paper Development Workshop, Southern Management Association Annual Meeting in Savannah, GA.
- 2006 PhD Student Mentor for Entrepreneurship/Small Business/Consulting Track, Southwestern Academy of Management.

SERVICE (INSTITUTIONAL):

Oklahoma State University

Spears School of Business (College)

- Tech Committee, 2026 – present. Assesses and decides on funding requests for student tech fees.

School of Entrepreneurship (Department)

- PhD Program Committee, 2025 – present.
- Faculty Cumulative Review Committee, Jan, 2026. Reviews overall body of work for faculty members to determine adequate progress and continued funding. (x 3 faculty members)

Louisiana State University

Stephenson Department of Entrepreneurship and Information Systems

- PhD Program Committee for Assessment and Planning, 2021 – 2025.
- Senior Faculty for Junior (ENT) Faculty Assessment, 2021 – 2025.

Texas Tech University

University

- Chancellor’s Council Distinguished Research Award Selection Committee: Social Science, Humanities and Creative Arts (2014).
- NSF Ethics Inquiry Committee, Whitacre College of Engineering (2011) – Special committee charged with initiating an inquiry into specific allegations of research misconduct and to determine if an investigation is warranted. Other members: William M. Marcy (Chairman), John Kobza, and Sindee Simon.
- Taught session of IS1100: Tech Transition: The Freshman Seminar. Voluntary teaching, but by invitation only. Intended to help new freshmen prepare for and be successful in their college journey.
 - Fall, 2011
 - Fall, 2009
 - Fall, 2008
- Judge for McNair Scholars Research Program (2007) - Evaluated student research presentations. The McNair program is intended to prepare “First Generation College (FGC) undergraduate students from low-income backgrounds for doctoral study.”

Rawls College of Business

- Chair Review Committee, *Management Representative*, 2020 – 2021.
- Faculty Credentialing Committee, *Management Representative*, 2015 – 2021.
 - Responsible for evaluating faculty qualifications and making recommendations for research, teaching and service appointments.
- Promotion and Tenure Committee, *Area of Management Representative*, 2017 – 2020.
- Strategic Planning Committee, *Member*, 2017 – 2018.
- Graduate Programs Committee, *Management Representative*, 2016 – 2017.
 - Committee responsible for the development, implementation and maintenance of all graduate programs for the college
- PhD Programs Committee, *Management Representative*, 2013 – 2017.
 - Committee responsible for overseeing and coordinating Rawls college PhD programs. Includes making decisions regarding admissions, allocation of scholarships and other resources, and curriculum for five Area programs.
- MBA Program Grade Appeals Committee (Single Case), July, 2015.
- MBA Program Committee, *Management Representative*, 2007 – 2012.
 - Committee responsible for 1) the development, implementation and maintenance of MBA Program for the college and 2) overseeing the admissions to the program, including reviewing applications and interview students.
 - Completely revised curriculum and program during tenure.
 - Acted to develop and integrate MBA Concentration in Entrepreneurship and Innovation into existing MBA Program.
- MBA Program Scholarship Sub-Committee, *Member*, 2012.
 - Oversee policies for administering scholarships to students.
- MBA Weekend Program Admissions Committee, *Member*, 2008 – 2012.
 - General oversight committee to ensure standards are being met in admissions to the special weekend MBA Programs.
- Dean's Advisory Council, *Management Representative*, 2011 – 2012.
 - Analyzing and making strategic recommendation for improving College operations and stakeholder relationships.

Area of Management (Department)

- PhD Committee, *Chair*, 2013 – 2016; *Member*, 2006 – 2007, 2020 – 2021.
 - Oversees the doctoral program including the recruiting, acceptance and development of PhD students in the Management Area.
 - Oversees development and distribution of comprehensive exams.
- Area of Management Coordinating Council, *Member*, 2011 – 2015.
- Research Committee, *Chair*: 2011 – 2013; *Member*: 2008 – 2011, 2013 – 2016.
 - Oversees the Area of Management's goals regarding research productivity and rewards systems. This includes making decisions and taking action to promote and support our faculty's research interests.
 - Monitors and makes recommendations for changes to the Rawls College's journal list. Completely revised this list in 2011.
- Entrepreneurship Standing Committee, *Member*, 2006 – 2016.
 - Committee responsible for: 1) Development and implementation of Entrepreneurship and Family Business Programs at undergraduate, graduate, and doctoral levels, 2) Development of an extensive outreach program and a campus-wide entrepreneurship initiative.
- Curriculum and Instruction Committee, *Member*, 2007 – 2012.

- Oversees and coordinates the many teaching and programmatic activities of the Area of Management.
- Area Task Force for the Creation of a Comprehensive Top-Tier Doctoral Program, *Member*, 2010 – 2011.
 - Charged with developing a comprehensive proposal for capitalizing on the unique strategic opportunity provided to the RCOBA and the Area for enhancing the content and support of the doctoral program as TTU strives to achieve Tier One research status. Components of the existing doctoral program to evaluate/redesign include, but are not limited to, the statistical course sequence, content seminars offered, areas of specialization, and funding sources.
- Hance Chair Recruitment Committee, *Member*, 2009 – 2011.
 - Responsible for recruiting and making hiring recommendations for the Hance Endowed Chair in Entrepreneurship and Family Business.
- Management Doctoral Student Comprehensive Exam Committee, *Member*, 2008 – 2012.
 - Committee oversees doctoral student comprehensive exams including its development, testing, and grading. Some tailoring required for each student.
- Faculty Recruitment Committee, 2006 – 2007 (*Member*); 2011-2012 (*Chair*); 2012-2013 (*Member*); 2012-2013 (*Member*); 2013-2014 (*Member*).
 - Responsible for recruiting and making hiring recommendations for faculty, visiting faculty, or instructors. Committee formed as needed.
- Entrepreneurship & Innovation MBA Concentration Committee, *Chair*, 2008 – 2009.
 - Responsible for the development and implementation of MBA concentration in entrepreneurship and innovation.
- HOM (Health Organization Management) Executive Committee, *Member*, 2006 – 2007.
 - Committee responsible for the oversight and development of the HOM program.
 - Aided in the development of the CAHME accreditation document, which was successfully received in 2007.

As doctoral student (1996 – 2000):

- Faculty Search Committee, *Doctoral Student Representative*, 1999 – 2000.
- Academic Programs Committee, *Student Representative*, 1997 – 1998.

The University of Texas at Arlington

College of Business Administration

- HCAD (Health Care Administration) Graduate Studies Committee, 2003 - 2006.
- HCAD Management Curriculum Review Committee, 2003 - 2006.

Management Department

- Doctoral Student Program Committee, 2004 – 2006.
- Doctoral Student Admissions Committee, 2003 – 2006.
- Management Faculty Search Committee, 2003 and 2004.
- Faculty Recruitment Interviewer, Academy of Management, 2002, 2003, and 2005.
- Strategy Textbook Selection Committee, 2002 – 2006.
- Comprehensive Exam Committees (given individually):
 - Research Methods Exam Committee Chair, 2005.
 - Major Exam Committee, 2005.
 - Minor Exam Committee (Information Systems Major), 2005.
 - Major Exam Committee, 2004.
 - Minor Exam Committee (Accounting Major), 2004.
 - Minor Exam Committee (Information Systems Major), 2004.
 - Research Methods Exam Committee Chair, 2004.

- Research Methods Exam Committee Chair, 2004.

SERVICE (LOCAL COMMUNITY / REGION):

Worship Band Member (2010 – present)

- Bass Guitar (*Indiana Avenue, First Shallowater, First Denham Springs*)

Volunteer Team Manager and Coach (2016 – 2025)

- Baseball (*Lubbock Western Little League, Frenship Youth League, Shallowater Little League, Knights Nation*)
- Basketball (*Lubbock Christian Athletics Association, Trinity Schools, Shallowater Youth League, Istrouma Baptist Sports*)
- Flag Football (*Trinity Schools, Shallowater Youth League, PARDS: Parks and Recreation of Denham Springs*).

Board of Directors, *Lubbock Western Little League*.

Marsha Sharp Fwy & Milwaukee Ave., Lubbock, TX

Appointment: 2017 – 2018

- Oversee operations and decisions for youth baseball league.

Board of Governors, *Texas Specialty Hospital of Lubbock*.

4302 Princeton St Unit B, Lubbock, TX

Appointment: 2010 – 2016 (discontinued service due to acquisition of hospital)

- Chair of Board in 2014-2015 (two-year term).
- Oversee operations and strategic decisions for hospital including approval of policies, procedures, and medical staff.

Board of Governors, *Southwest Regional Hospital and Skilled Nursing Facility*.

1409 9th Street, Lubbock, TX

Appointment: 2007 - 2013.

- Oversee operations and strategic decisions for hospital including approval of policies, procedures, and medical staff.

Personnel Committee, *Indiana Avenue Baptist Church*.

8315 Indiana Avenue, Lubbock, TX

Appointment: 2011 - 2013.

Chair of Committee: 2012.

- Oversee all staff hiring, evaluation, dismissal, and budgetary decisions for church personnel.

DISSERTATION COMMITTEES:

Louisiana State University

E.J. Ourso College of Business – Stephenson Department of Entrepreneurship & Information Systems

Committee Chair

Nathan Hayes – PhD Dissertation Committee, *Chair*

Tentative Title: “The Role of Buss in IPO Valuation.” May, 2023. (Initial Placement: University of North Carolina - Charlotte)

Texas Tech University

Jerry S. Rawls College of Business – Area of Management

Committee Chair

Lori Tribble – PhD Dissertation Committee, *Chair*

Title: “Ethical Wrongdoing: Firm Recovery and Survival.” August, 2020. (Initial Placement: Clemson University)

Jeff Chandler – PhD Dissertation Committee, *Chair*

Title: “Executive dismissals after financial statement fraud: The role of CEO humility and CEO narcissism.” August, 2019. (Initial Placement: University of Western Kentucky; Current: University of North Texas)

Mike McLeod – PhD Dissertation Committee, *Chair*

Title: “The role of rhetorical modes in IPO firm uncertainty and performance.” May, 2017. (Initial Placement: Wichita State University)

Robert Evert – PhD Dissertation Committee, *Chair*

Title: “Entry timing and family business: The effect of family control on internationalization.” December, 2016. (Initial Placement: U.S. Air Force Academy; Current: Boise State University)

Miles Zachary – PhD Dissertation Committee, *Chair*

Title: “How and why strategic orientation configurations change: A multilevel configurations approach.” May, 2014. (Initial Placement: West Virginia University; Current: Auburn University)

Todd Moss – PhD Dissertation Committee, *Chair*

Title: “Organizational exploration and exploitation in high-tech industries: Magnitude, balance and strategic consistency.” August, 2011. (Initial Placement: Oregon State University; Secondary: Syracuse University; Current: University of Oklahoma)

Committee Member

Olivia Aronson – PhD Dissertation Committee, *Member*

Chair: Keith H. Brigham

Title: “Entrepreneurship and environmental management: An exploration of relationships salient to furthering understanding of the business and natural environment nexus.” May, 2018.

Angela Randolph – PhD Dissertation Committee, *Member*

Chair: Keith H. Brigham

Title: “Hypomanic personalities and opportunity development.” August, 2015.

Xiaodan (Abby) Wang – PhD Dissertation Committee, *Member*

Chair: William (Bill) Wan

Title: “Three studies on the roles of venture capital ownership in funded ventures’ inter-firm collaboration.” August, 2011.

Chris Broberg – PhD Dissertation Committee, *Member*

Chair: Jeremy C. Short

Title: “Charismatic leadership and firm performance in the S&P 500.” August, 2010.

Andy Yu – PhD Dissertation Committee, *Member*

Chair: G. Tom Lumpkin

Title: “Issues and impact of various dependent variables in family business research.” August, 2009.

College of Business Administration – Area of Marketing

Committee Member

Pelin Bicen – PhD Dissertation Committee, *Outside Representative*

Chair: Shelby Hunt

Title: “The role of alliance market orientation and alliance competence in new product development success.” May, 2009.

College of Mass Communications – Department of Electronic Media and Communications

Committee Member

Alan Abitbol – PhD Dissertation Committee, *Outside Representative*

Chair: Weiwu Zhang

Title: “The Importance of Communicating Stakeholder Value: Examining the Impact of Value-Driven Company CSR Communication on OPRs, Reputation and Attitude.” May, 2016.

Kris Boyle – PhD Dissertation Committee, *Outside Representative*

Chair: Thomas Johnson

Title: “Transforming the News: The Impact of Leadership and Organizational Factors on the Adoption and Use of Interactive Elements on Mid-sized Newspaper Web Sites.” August, 2008.

The University of Texas at Arlington

College of Business Administration – Management Department

Committee Chair

Justin L. Davis – PhD Dissertation Committee, *Co-Chair*

with Jeffrey E. McGee (Co-chair necessary due to transition to Texas Tech).

Title: “Firm-Level Entrepreneurship and Performance: A Study of Common Measures and Moderators.” May, 2007. (Initial Placement: Ohio University; Now: University of West Florida)

Committee Member

Hussam Al-Shammari – PhD Dissertation Committee, *Major Field Representative*

Chair: Abdul Rasheed

Title: “Executive compensation, corporate governance, risk-taking behavior, and firm performance: A contingency framework.” August, 2006.

Nattharika Rittippant – PhD Dissertation Committee, *Research Methods Representative*

Chair: Abdul Rasheed

Title: “Multinational strategies as options creation and exercise: An analysis of country, industry, and firm specific characteristics.” December, 2005.

Kong-Hee Kim – PhD Dissertation Committee, *Major Field Representative*

Chair: Abdul Rasheed

Title: “CEO Duality: Double-Edged Sword? Implications of CEO Duality on Corporate Strategic Management.” August, 2005.

Norma Juma – PhD Dissertation Committee, *Major Field Representative*

Chair: Jeffrey E. McGee

Title: “Intellectual capital – performance relationship among high tech corporate new ventures: An empirical investigation of the moderating role of environment and governance.” May, 2005.

Dilene Crockett – PhD Dissertation Committee, *Major Field Representative*

Chair: Jeffrey E. McGee

Title: “Hire the Best and Get Out of the Way: Evaluating the Venture Management Team’s Dominant Effect on Corporate Venture Performance.” December, 2004.

Jennifer Sequeria – PhD Dissertation Committee, *Major Field Representative*

Chair: Jeffrey E. McGee

Title: “The effect of network ties and entrepreneurial self-efficacy on immigrant new venture intentions.” December, 2004.

Kathleen Voges – PhD Dissertation Committee, *Research Methods Representative*

Chair: Chris L. Shook

Title: “An Analysis of the Effect of Social Capital on Performance Outcomes in Privatized Operations.” December, 2003.

Scott Scarborough – PhD Dissertation Committee, *Research Methods Representative*

Chair: Chris L. Shook

Title: “An Empirical Study of the Antecedents of Board Activism: Knowledge Domains, Independence, and Effort Norms.” May, 2003.

*College of Social Work
Committee Member*

Delissa Nuno – PhD Dissertation Committee, *Outside Representative*

Chair: Joan Rycraft

Title: “The Social Capital Effect in Nonprofit Human Service Organizations: An Examination of the Relationship Between Social Capital and Program Effectiveness and the Impact of Mediating Variables.” May, 2008.

Other Universities

West Virginia University - College of Business and Economics – Department of Management

Committee Member

Karen R. Nicholas – PhD Dissertation Committee

Chair: Curt B. Moore

Title: “Knowledge asset value and network safeguards: Impacts and outcomes.” May, 2018.

THESIS COMMITTEES:

Texas Tech University

College of Engineering – Department of Industrial Engineering

Jorge Delosrios-Hurtado – Master’s Thesis Committee, *Member*

Chair: David Wyrick; Title: “Technology and cross-campus entrepreneurship.”

Graduate School – Interdisciplinary Studies

Haldo Jose Rodriguez-Lopez – Master’s Portfolio Committee, *Member*

Chair: John R. Durrett; Title: “Interdisciplinary studies: An approach to sustainability.”
December, 2007.

GRANTS AND MONETARY AWARDS:

- Integrated Scholar Award, Rawls College of Business, Texas Tech University, 2016. \$10,000.
- President's Mid-Career Faculty Award, Texas Tech University, 2014. \$10,000.
- Chancellor’s Council Distinguished Research Award, Texas Tech University, 2010. \$5000.
- Family Firm Institute, Best Paper Award. Given for Short, J.C., **Payne, G.T.**, Brigham, K.H., Lumpkin, G.T., and Broberg, J.C. 2009. “Family Firms and Entrepreneurial Orientation in Publicly-Traded Firms: A Comparative Analysis of the S&P 500.” *Family Business Review*, 22(1): 9-24, \$2500.
- Rawls College Research Grant (Spring, 2010) for “Exploration and Exploitation in High-Tech Enterprises: A Configurations Approach.” Funding provided by Texas Tech University, Rawls College of Business, \$800.
 - Support result: Moss, T.W., **Payne, G.T.** and Moore, C.M. 2014. “Strategic Consistency of Exploration and Exploitation in Family Businesses.” *Family Business Review*, 27(1): 51-71.

- Rawls College Research Grant (Summer, 2010). Funding provided by Texas Tech University, Rawls College of Business, \$18,571.
 - Support result: **Payne, G.T.**, Moore, C.B., Griffis, S., and Autry, C. 2011. “Multilevel Challenges and Opportunities in Social Capital Research.” *Journal of Management*, 37(2): 395-403.
- Rawls College Research Grant (Summer, 2009). Funding provided by Texas Tech University, Rawls College of Business, \$16,884.
 - **Payne, G.T.**, Brigham, K.H., Broberg, J.C., Moss, T.W., and Short, J.C. 2011. “Organizational Virtue Orientation and Family Firms.” *Business Ethics Quarterly*, 21(2): 257-285.
- Rawls College Research Grant (Spring, 2008) for “Temporal Fit, Misfit, and Performance: Testing Pace Entrainment in the Movie Production Industry.” Funding provided by Texas Tech University, Rawls College of Business, \$5000.
- Venture Capital Assessment Project, 2003. Funding provided by the Center for Research on Organizational and Managerial Excellence (CROME), University of Texas at Arlington, \$1500.
 - Project result: **Payne, G.T.**, Davis, J.L., Moore, C.B., and Bell, R.G. 2009. “The Deal Structuring Stage of the Venture Capitalist Decision-Making Process: Examining Confidence and Control.” *Journal of Small Business Management*, 47(2): 154–179.

TEACHING EXPERIENCE:

Oklahoma State University

Undergraduate:

- EEE 2303: Introduction to Entrepreneurship.
(Fall, 2025; Spring, 2026)
- EEE 4263: Corporate Entrepreneurship.
(Spring, 2026)

Louisiana State University

Undergraduate:

- ENTR 4035: Advanced Entrepreneurship Seminar.²
(Fall, 2021)
- ENTR 4300: Strategic Entrepreneurship
(Spring, 2022; Fall, 2022; Spring, 2023; Fall, 2023; Fall, 2024; Spring 2025)

Graduate:

- ENTR 7020: Foundations of Research
(Fall, 2023)
- ENTR 7020: Foundations of Methods
(Fall, 2024)
- ENTR 7111: Seminar in Entrepreneurship: Macro-Level Perspectives
(Fall, 2022; Spring, 2024)
- ISDS 7070: Independent Study in Entrepreneurship
(Fall, 2021; Spring, 2022; Fall, 2022; Spring, 2023)
- ISDS 8900/9000: Pre-Dissertation / Dissertation Research
(Summer, 2022; Fall, 2022; Spring, 2023; Summer, 2023; Summer 2024)

² Exclusive speaker-driven course for Stevenson Entrepreneurship Institute (SEI) Fellows.

Texas Tech University

Undergraduate:

- IS 1100: Tech Transition: The Freshman Seminar.³
(3 sections: 2008-2011)
- MGT 4380: Strategic Management – Undergraduate Course.
(16 sections: 2007-2020)

Graduate:

- MGT 5381: Managing Innovation & Change – MBA for Professionals.⁴
(5 sections: 2010-2015).
- MGT 5391: Strategic and Global Management – MBA for Physicians and Dentists.⁵
(2 sections: 2009, 2011)
- MGT 5391: Strategic and Global Management – MBA for Professionals (Capstone). (28 sections: 2008-2020)
- MGT 5391: Strategic and Global Management – MBA for Professionals (Lead Course).⁶ (15 sections: 2008-2013)
- MGT 5391: Strategic and Global Management – MBA (Traditional Capstone). (6 sections: 2006-2015).⁷
- MGT 6305: Independent Study: Applied Multivariate Statistics.
(2 sections: 2013, 2014)
- MGT 6380: Colloquium in Management Research.
(6 sections: 2013-2015).
- MGT 6381: Special Topics in Management: Management Research Overview.
(1 section: 2014).
- MGT 6381: Special Topics in Management: Applied Multivariate Statistics.
(1 section: 2013)
- MGT 6381: Special Topics in Management: Scholarly Writing and Paper Development. (2 sections: 2011, 2013)
- MGT 6395: Advanced Strategic Management.
(5 sections: 2012-2020).
- MGT 6392: Advanced Organizational Theory.
(1 section: 2015).
- BA 7000: Independent Study in Management
(Various Topics/Multiple Years).
- BA 8000: Dissertation in Management
(Multiple Years).

The University of Texas at Arlington

Undergraduate:

- BUSA 4322: Organizational Strategy – Undergraduate Capstone Course.
(11 sections: 2002-2005).

Graduate:

- MANA 5321. Complex Organizations – Graduate Organizational Theory Course.

³ Special introduction course for incoming Texas Tech freshmen to facilitate their transition to university life.

⁴ Special program for full-time working professionals delivered on weekends or in week-block format.

⁵ Special program for full-time medical professionals delivered on weekends.

⁶ MBA Core Curriculum was altered in Spring 2008 to make MGT 5391 the lead course rather than capstone. Many of the sections were also converted to truncated 8-week courses. In 2014, MGT 5391 reverted back to capstone.

⁷ Some were special sections for Health Organization Management majors only.

- (2 sections: 2003-2004).
- HCAD 5390: Seminar in Health Care Administration – Strategy Capstone Course. (5 sections: 2003-2005).
- BUSA 5333: Business Policy and Strategic Management – MBA Capstone Course. (6 sections: 2002-2006).
- BUSA 6390. Seminar in Strategy and Business Policy – Two-Part Doctoral Research Course. (Four-person rotation for credit.) (4 sections: 2002-2005).

International Institute for Higher Education in Morocco

- MNG 450: Strategic Management — Undergraduate Capstone Course. January - February, 2005. Guest lecturer and facilitator of team project and presentations (2 sections).

Texas Tech University (As Graduate Student)

- MGT 4371: Health Organization Management – Undergraduate Senior Elective. (1 section: 2001).
- MGT 4380: Strategic Management – Undergraduate Capstone Course. (7 sections: 1998-2001).

PROFESSIONAL MEMBERSHIPS AND HONORARIES:

- Academy of Management (1997 - present)
- Southern Management Association (1997 - present)
- Strategic Management Society (2003 - present)
- Family Firm Institute (2014 - 2024)
- INFORMS (Organization Science) (1998 – 2003, 2006 – 2012)
- Beta Gamma Sigma (Business Honor Society, Inducted in 1996)
- Sigma Iota Epsilon (Management Honor Society, Inducted in 1996)
- Kappa Psi (Professional Pharmacy Fraternity, 1991 – 1994)

PROFESSIONAL INTERESTS:

Research Interests: Configurations and Equifinality; Family Business; Firm-level and Corporate Entrepreneurship; Networks and Social Capital; Organizational Research Methods; Organizational Virtue and Ethics; Strategic Renewal; Venture Capitalism

Teaching Interests: Entrepreneurship; Family Business; Organizational Design and Theory; Research Methods; Strategic Management; Technology and Innovation Management

PERSONAL INTERESTS: Family, Guitar, Hunting, Fishing, Travel, Sports

REFERENCES: Available upon request.