**Curriculum Vitae**

**Dr. Christopher R. Penney**

Associate Professor of Management

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**EDUCATION**

Ph.D., Florida State University, Tallahassee, FL, 2011

Major: Strategic Management

B.S.B.A., University of Florida, Gainesville, FL, 2006

Major: Management

**JOURNAL PUBLICATIONS**

Vardaman, J.M., Markin, E., **Penney, C**., Marler, L.E., & McKee, D.N. 2021. Willing and able? The screening and adoption of habitual family venture opportunities***. Family Business Review***. Forthcoming.

Medina-Craven, M.N., Cooper, D., **Penney, C**. & Caldas, M.P. 2021, Family firm employees: identification, stewardship practices and citizenship behaviors, ***Journal of Family Business Management***, 11(4), 538-554.

**Penney, C.,** & Combs, J. 2020. A Transaction Cost View of Alliance Portfolio Diversity. ***Journal of Management Studies,*** 57(6), 1073-1105

**Penney, C**., Vardaman, J., Marler, L. and Antin-Yates, V. 2019. An image theory of strategic decision-making in family businesses, ***Journal of Family Business Management***, 9(4), 451-467

**Penney, C**., Combs, J., Gaffney, N., & Sexton, J. 2018. A Jack of All Trades or a Master of None: The Performance Effects of Balancing Exploration and Exploitation Within Vs. Across Alliance Portfolio Domains*.* ***Journal of Knowledge Management***.

**Penney, C**. 2018. Alliance Portfolio Diversification, Human Capital, and the Dominant Logic. ***Journal of Business Strategies***.

**Penney, C.** 2018. The Evolution of Alliance Portfolio Orientation: a Niche Theory Perspective. ***International Journal of Strategic Business Alliances***.

Fang, H., Memili, E., Chrisman, J., & **Penney, C**.  2017. Industry and Information Asymmetry: The Case of the Employment of Non‐Family Managers in Small and Medium‐Sized Family Firms. ***Journal of Small Business Management****, 55(4),* 632-648.

**Penney, C**., & Combs, J. 2013. Insights from family science: The case of innovation, ***Entrepreneurship Theory & Practice****, 37(6),* 1421-1427.

Combs, J., **Penney, C**., Crook, R., & Short, J. 2010. The impact of family representation on CEO compensation. ***Entrepreneurship Theory & Practice****, 34,* 1042-2587.

**CONFERENCE PRESENTATIONS**

Penney, C., Combs, J., Jaskiewicz, P., Lanivich, S., & Yin, X. 2018. Alliances in Family Firms: Real Options Avenue to Diversification or Threat to Socioemotional Wealth? Presented at the **Strategic Management Society** Conference in Paris, France

Penney, C.  2017. Alliance Portfolio Diversification and Firm Performance: A Dominant Logic Perspective. Presented at **the International Academy of Business and Public Administration Disciplines Conference**, Dallas, TX.

Randolph, R., Penney, C., & Vardaman, J. 2013. Double agents: a model of the family and classical agency relationships navigated by family firm family members. Presented at the **Southwest Academy of Management** meeting in Albuquerque, NM

Penney. C., Combs., J., Jaskiewicz, P. & Block, J. 2012. Contrasting Propensities Towards Alliances in Founder-controlled and Family-controlled firms: A Regulatory Focus Perspective. Presented at the **Family Enterprise Research Conference** in Montreal, CA

Randolph, R., Vardaman, J., & Penney, C**.** 2012. Family and Firm Agency Duality: A Model of Non-Economic Agency in Family Firms. 2012. Presented at the **Family Enterprise Research Conference** in Montreal, CA

Penney, C. 2012. Opening the Black Box: What Drives Familiness, and Is It Antithetical to Strategic Entrepreneurship? A Commentary on Mantz & Ireland. Presented at the **Theories of Family Enterprise Conferenc**e, Edmonton, Canada.

Combs, J., Penney, C., Short, J., & Broberg, C. 2009. Public Family Firms and CEO Compensation: A Positive Agency Theory View. Presented at the **Theories of Family Enterprise Conference**, Boston, MA.

Penney, C. 2009. The Value Creation and Appropriation Explanations for Value Erosion in Supply Chain Exchange Dyads. Presented at the **Academy of Management Meeting**, Chicago, IL.

*Nominated for the William H. Newman award*

Penney, C. 2009. Tiers and Strategic Groups: Defense from Supply Chain Disruptions. Presented at the **Academy of Management Meeting**, Chicago, IL. **Penney, C**. 2009.

*Published in the* ***Academy of Management Conference Proceedings***

**TEACHING EXPERIENCE**

*Doctoral Program Activities:*

Instructor, PhD Seminar in Research Methods (MGMT 6900), Spring 2020-Summer 2021

Dissertation Committee Member: Robert Randolph. Mississippi State University. Successfully Defended Spring 2013. Placed at *University of Nevada, Las Vegas*

Dissertation Committee Member: Brandon Antweiler. University of North Texas

*Masters and Undergraduate Program Activities:*

Mentor, Texas Academy of Mathematics & Sciences Summer Research Mentorship

Instructor, Administrative Strategy Cohort MBA (BUSI 5190), University of North Texas: Spring 2018, Spring 2019, Spring 2020. MBA level course

Instructor, Administrative Strategy Accelerated online MBA (BUSI 5190), University of North Texas: Fall 2015; Spring 2016; Summer 2016; Fall 2016; Spring 2017, Summer 2017, Fall 2017, Summer 2018, Fall 2019, Fall 2020, Fall 2021. MBA level course

Instructor, Entrepreneurship (MGMT 5300), University of North Texas: Summer 2015; Spring 2017; Spring 2017, Spring 2018, Summer 2018, Spring 2020, Summer 2020, Spring 2021. MBA level course

Instructor, Principles of Family Business (MGMT 3810), University of North Texas: Fall 2015; Fall 2016, Fall 2017, Fall 2018, Spring 2019, Fall 2019, Fall 2020, Fall 2021. Undergraduate level course

Instructor, Business Policy (BUS 4853), Mississippi State University: Summer 2011, Fall, 2011 Spring 2012, Fall 2012, Spring 2013, Fall 2013, Spring 2014, Summer 2014, Fall 2014, Spring 2015

Instructor, Competitive Dynamics (MAN 4752), Florida State University: Summer 2008; Summer, 2009; Fall 2009; Spring 2010

Instructor, Strategic Management (MAN 4720), Florida State University: Summer, 2010; Fall, 2010; Spring, 2011

*Industry Training Activities:*

Instructor, Safety Training and Rides Department Certification, Six Flags Great Adventure, 2003-2004

**MEDIA CONTRIBUTIONS AND COMMUNITY OUTREACH**

* Featured in “Ask an Expert,” The North Texan (UNT Alumni Magazine), Fall 2017
* Featured in "RV Power Couples," RV Pro (Magazine). Fall 2016.
* Featured in “Making Entrepreneurs,” CEO (Magazine). Spring 2016.
* Panelist on “The Boardroom” – a Shark Tank-like fast-pitch TV show based in Flower Mound, TX (Spring 2017 – Ongoing)

**DISSERTATION**

Title: *Alliance portfolios, vertical integration, and firm performance: A transaction cost view*

* Committee: James Combs (chair), Bruce Lamont, Chad Van Iddekinge, Michael Holmes, Larry Giunipero
* Successfully defended, August 2011

**RESEARCH GRANTS**

* UNT College of Business Summer Research Grant, Summer 2018 & Summer 2020
* Center for Family Enterprise Research Grant, Summer, 2012
* New Faculty Startup Award, Summer, 2011 & Summer, 2012.
* Congress of Graduate Students Travel Grant: August, 2009
* Southern Management Association Stipend: November, 2008

**RESEARCH INTERESTS**

* Alliance portfolios
* Alliance portfolio diversification
* Supply chains
* Family business
* Transaction cost theory
* Ambidexterity
* Firm diversification
* Strategic alliances

**PROFESSIONAL SERVICE AND ACTIVITIES**

* Track chair for family business, International Conference for Family Business and Entrepreneurship (Fall, 2019)
* Ad hoc reviewer for Family Business Review (Fall, 2019)
* Ad hoc reviewer for Journal of Business Review (Spring, 2017)
* Ad hoc reviewer for Journal of Knowledge Management (Spring, 2017)
* Invited speaker on the Campus Interview Process, Southern Management Association New Doctoral Student Consortium, Savannah, GA (Fall, 2011)
* Ad hoc reviewer for Entrepreneurship Theory & Practice Journal (Fall, 2010; Spring, 2012)
* Ad hoc reviewer for British Journal of Management (2x: Fall, 2009 and Spring, 2010)
* Ad hoc reviewer for International Journal of Operations and Production Management (Summer, 2010)
* Reviewer for the Academy of Management Annual Conference (9x; Summer, 2009, Summer 2010)
* Reviewer for the Southern Management Association Annual Conference (9x; Fall, 2008; Fall, 2010; Spring, 2017).

**PROFESSIONAL AFFILIATIONS**

* Academy of Management
* Strategic Management Society
* Southern Management Association
* Institute for Supply Management

**DEPARTMENTAL AND COLLEGE SERVICE**

* Committee member, Dept. of Management Executive Committee (Fall 2019 - present)
* Committee chair, Faculty Search Committee; Assistant/Associate Professor (Fall 2019-Spring 2020)
* Committee member, Faculty Search Committee; Endowed Chair in Entrepreneurship (Fall 2019- Spring 2020)
* Committee member, Graduate Programs Committee (GPC) (Fall 2019 - present)
* Coordinator, Dept. of Management Family Business Initiative (2015-2018)
* Program Organizer, North Texas Family Business Reception. Spring 2016, Fall 2016.
* Coach, Family Enterprise Case Competition. January 2016, January 2017.
* Faculty Advisor, UNT Family Business & Entrepreneurship Club (2015-present)
* Presenter, UNT COB Business Leadership Academy (for Denton ISD students). Fall 2016, Fall 2017, Fall 2018.
* Coordinator, SECC. Fall 2017

**ACADEMIC EMPLOYMENT HISTORY**

* University of North Texas, Denton, TX., Assistant Professor 2015-Present
* Mississippi State University, Starkville, MS., Assistant Professor 2011-2015
* Florida State University, Tallahassee, FL., Research Assistant 2007-2011

**NON-ACADEMIC EMPLOYMENT HISTORY**

* JCPenney, Gainesville, Fl., Sales Manager, 2007
* Fun Spot Action Park, Orlando, Fl., Rides Department Manager, 2005-2006
* Walt Disney World, Orlando, Fl., Attractions Cast Member, 2005-2006
* Six Flags Great Adventure, Jackson, N.J., Operations Supervisor, 2001-2004