

R. Anthony Gibbs
(he/him/his)

Contact Information

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443-540-4548

Academic Positions

Assistant Professor of Strategic Management

June 2022-Present

Krannert School of Management
Purdue University
West Lafayette, IN

Visiting Assistant Professor

Aug 2021-May 2022

Strategic Management & Public Policy
George Washington University, School of Business
Washington, DC

Education

Robert H. Smith School of Business
University of Maryland, College Park, MD
PhD, Strategy and Entrepreneurship

2021

Dissertation: "The Impact of Earnings Manipulation on the Science and Practice of Strategic Management"

Dissertation Committee: David Waguespack (Co-Chair); Rajshree Agarwal (Co-Chair); Rachele Sampson; Evan Starr; Erkut Ozbay (Dean's Representative)

Robert H. Smith School of Business
University of Maryland, College Park, MD
MBA/MFin (Dual Degree)

2016

Centre College, Danville, KY
B.A. Sociology/English Literature (Double Major)

1999

Research

Published Manuscripts:

- Frake, J.; Gibbs, R.A.; Goldfarb, B.; Hiraiwa, T.; Starr, E.; Yamaguchi, S. (2025) "From Perfect to Practical: Partial Identification Methods in Strategic Management Research" *Strategic Management Journal*. 26, 8: 1894-1929. DOI:
- Gibbs, R.A., Simcoe, T.A., Waguespack, D.M. (2025) "Does earnings management matter for strategy research?" *Strategic Management Journal*. DOI: 10.1002/smj.3742

Working Papers:

- Gibbs, R.A.; Byun, H.; Lim, K. "Build, Borrow, Buy... or Bail: Divestiture Following M&A Deal Termination" [Revise & Resubmit, Strategy Science]
- Gibbs, R.A. "Making it or faking it? Earnings smoothing, performance feedback, and the impetus for strategic change" [Submitted to Strategic Management Journal]
- Lim, K.; Byun, H., Gibbs, R. A.; "Strategic Paralysis and Post-Deal Performance." [Preparing manuscript, upcoming presentation at SMS Annual Meeting]
- Pennington, K.; Gibbs, R.A "Hitting the Ground Inventing: Timing and Productivity Insights from Inventors' Employment Data" [Revising for new submission to Journal of Management]

Works in Progress:

- Ao, J.; Gibbs, R.A.; Somaya, D. "Save it for the Sequel: the effect of intra-series distinctiveness on performance." [Preparing manuscript]
- Gibbs, R.A. "Earnings Smoothing, Strategic Change, and the Slippery Slope to Financial Fraud." [Collecting data]
- Gibbs, R.A. "Cognitive Mechanisms of Earnings Manipulation and Strategic Decision-Making." [Mixed-methods with observational data and two behavioral lab experiments]

Research Interests:

Corporate Strategy, Research Methods, Behavioral Strategy, Strategic Change, Earnings Management, Financial Manipulation, Business Ethics

Conferences and Invited Presentations

- Strategic Management Society (SMS), Annual Conference (2025, upcoming)
- Academy of Management (AoM), Annual Meeting (2025)
- Innovations to Tackle Global Sustainability Challenges Conference (2025)
- Session Chair Southern Management Association Annual Meeting (2024)
- Best Paper Committee Southern Management Association Annual Meeting (2024)
- Wharton Corporate Strategy and Innovation Conference (2023)
- Strategic Management Society (SMS), Annual Conference (2023)
- Academy of Management (AoM), Annual Meeting (2023)
- CCC Corporate Dynamics Presentation (2021)
- Boston University, CCC Visiting Scholar Presentation (2020)
- Strategic Management Society (SMS), Annual Conference (2020)
- Academy of Management (AoM), Annual Meeting (2020)
- Consortium on Competitiveness and Cooperation (CCC), Doctoral Conference (2020)
- Virtual Student Strategy Conference (VSSC), Doctoral Conference (2020)
- Trans-Atlantic Doctoral Conference (TADC), Annual Doctoral Consortium (2019)
- East Coast Doctoral Conference (ECDC), Annual Doctoral Consortium (2019)

Refereeing

- *Organization Science*

- *Management Science*
- *Strategic Management Journal*
- *Strategy Science*
- *Journal of the Royal Statistical Society: Series A*
- Academy of Management Annual Meeting
- Strategic Management Society Annual Meeting

University Service

- Advisor, 180 Degrees Consulting Purdue (Spring 2025)
- Panelist, BAIMPACT the Podcast, Episode 01 (Fall 2024)
- Instructor and Competition Team Coach, Purdue Night Train Lindy Hop Club (Spring 2024)
- Organizer, "Research Methods Brown Bag" (4 Sessions, 2023)
- Instructor, Purdue Night Train Lindy Hop Club (Spring and Fall 2023)
- Faculty Judge, Annual Krannert Doctoral Student Association Research Symposium (2023)
- Guest Speaker, Annual Krannert Doctoral Student Association Research Symposium (2022)
- Panelist, "Professional Development for Emerging Scholars during COVID" at Smith Entrepreneurship Research Conference (2021)
- Assistant, "Best Methods" Session at Smith Entrepreneurship Research Conference (2021)
- Organizer, "Valley of the Lost" Virtual PhD Seminar (2020)
- Organizer, Career and Professional Socialization Series PDW, "Life After Classes" (2020)
- Organizer, Career and Professional Socialization Series PDW, "Career Paths" (2018)
- Organizer, Career and Professional Socialization Series PDW, "Academic Writing" (2017)
- Organizer, Career and Professional Socialization Series PDW, "Effective Presentations" (2017)
- Assistant, "Best Methods" Session at Smith Entrepreneurship Research Conference (2017)
- Organizer, Student Presentation Series (2017-2018)
- Portfolio Manager, Global Equity Fund (2015-2016)
- Team Leader, Consulting Project for City of Frederick (2015)

Teaching

As Instructor

MGMT 69000-081 – Strategic Management PhD Seminar, Marvelous Methods, Spring 2025

- Teaching one section on applied econometrics and research design for PhD students

MGMT 65000 – Strategic Management I, Spring 2023, Spring 2024

- Taught two total sections of core strategy class for master's students
- Average overall instructor rating of 4.8 / 5.0

MGMT 35200 – Strategic Management, Spring 2023, Spring 2024, Spring 2025

- Taught six total sections of core upper-level class for undergraduates
- Average overall instructor rating of 4.7 / 5.0

MBAD 6288 – Strategic Management, Fall 2021, Spring 2022

- Taught two total sections of core strategy class for MBA students
- Average overall instructor rating of 4.9 / 5.0

BADM 4801 – Strategy Formulation & Implementation, Fall 2021, Spring 2022

- Taught four total sections of core upper-level class for undergraduates
- Average overall instructor rating of 4.9 / 5.0

BMGT 495 - Strategic Management, Spring 2019

- Taught two sections of core capstone class for undergraduates
- Average overall instructor rating of 3.9 / 4.0

As Teaching Assistant

BMGT 878Y - The Best Methods Class Ever, Really, Fall 2019 (PhD course w/ Brent Goldfarb and Evan Starr)

Teaching Interests:

Strategic management, corporate strategy, econometrics, research design, business ethics and public policy

Academic Awards and Recognition

Distinguished Instructor Award, MGMT 35200, Spring 2025

Dr. Charlene Sullivan Transformative Impact Award, 2024

Distinguished Instructor Award, MGMT 65000, Spring 2024

Distinguished Instructor Award, MGMT 35200, Spring 2024

Finalist and Runner Up for Best Conference Paper Prize, SMS Annual Conference, 2023

Finalist for SMS Corporate Strategy IG Best Proposal Award, SMS Annual Conference, 2023

Nominated for SMS Research Methods Paper Prize Award, SMS Annual Conference, 2023

Distinguished Paper Award in Corporate and International Strategy, STR Division, Academy of Management Annual Meeting 2023

Distinguished Instructor Award, MGMT 65000, Spring 2023

Distinguished Instructor Award, MGMT 35200, Spring 2023

PhD Thesis Supervision

Koungjin Lim (Committee Member, placed at Kennesaw State University)

Professional Experience

Pfizer Inc. (via Atrium Staffing)

Strategic Consultant

2017 – 2019

- Advised on efforts to establish jointly-funded public/private research and development on next generation medical countermeasures.

Meridian Medical Technologies, Inc., a Pfizer Company, Columbia, MD

Government Contracts Lead

2015 – 2016

Director, Government Contracts Administration and Compliance

2012 – 2015

- Secured \$60 million in new business by targeting new business development opportunities and leading development of white papers and bids.
- Served as business lead for Government-funded research and development contracts and U.S. military supply agreements with total value of contracts >\$100 million.
- Provided key leadership in a highly matrixed team of experts from across the spectrum of pharmaceutical development, including clinical development, engineering, regulatory, safety, medical, quality, biostatistics, operations, finance, legal, and manufacturing.
- Led teams to drive culture/engagement through the organization leveraging survey data, workshops, and recognition programs.

Ballet Chesapeake, Bel Air, MD

President, Board of Directors

2011-2021

Professional and Scientific Associates, Reston, VA

Proposal Writer/Proposal Manager

(Consultant 2000 – 2010, Employee 2010 – 2011)

- Generated more than \$125 million of Federal business.
- Led team of writers, editors, graphics design, and layout/production staff to produce Technical Proposals and Capabilities Statements in response to Federal, State, and commercial Sources Sought announcements and Requests for Proposals (RFPs).
- Led teams providing writing and editing services in support Federal grant review meetings and large conferences, involving significant interface with Federal clients, including the U.S. Department of Health and Human Services, U.S. Department of Justice, the National Science Foundation, and the White House.