

Daniel L. Gamache
Terry College of Business
Department of Management
University of Georgia
C209 Benson Hall
630 South Lumpkin Street
Athens, GA 30602
Phone: (706) 542-1294
Email: dgamache@uga.edu

EDUCATION

Ph.D., Michigan State University, 2015

Broad College of Business, East Lansing, MI

Major: Strategic Management

Dissertation: "After the announcement: How CEO motivational attributes shape their propensity to be influenced by stakeholder reactions to announcements of strategic actions"

Committee: Dr. Gerry McNamara (Chair)

Dr. Cynthia E. Devers

Dr. Russ E. Johnson

Dr. Albert A. Cannella, Jr.

Masters of Arts – Leadership & Management, Briercrest College & Seminary, 2000

Caronport, SK, Canada

Major: Human Resource Management

Bachelor of Arts, Brandon University, 1996

Brandon, MB, Canada

Major: Economics

Minor: Mathematics

ACADEMIC EMPLOYMENT

University of Georgia, Terry College of Business (2015-present)

- Assistant Professor

RESEARCH INTERESTS

Strategic Leadership, Executive Decision Making, Executive Compensation, Corporate Governance, Corporate Reputation

JOURNAL ARTICLES

(† denotes current UGA student at time of submission; †† denotes former UGA student at time of submission)

Gamache, D.L., & McNamara, G.M. (in press).

Responding to Bad Press: How CEO Temporal Focus Influences the Sensitivity of Negative Media Coverage to Acquisitions. *Academy of Management Journal*.

Gamache, D.L., McNamara, G.M., Graffin, S.D., ††Kiley, J.T., Haleblan, J.J., & Devers, C.D., (in press).

Impression Offsetting as an Early Warning Signal of Low CEO Confidence in Acquisitions. *Academy of Management Journal*.

Steinbach, A.L., Gamache, D.L., & Johnson, R.E. (in press).

Don't get it misconstrued: Construal level shifts and flexibility in the upper echelons. *Academy of Management Review*.

Puranik, H., Koopman, J., Vough, H.C., & Gamache, D.L. (in press).

They want what I've got (I think): The causes and consequences of attributing coworker behavior to envy. *Academy of Management Review*.

Connelly, B.L., Haynes, K.T, Tihanyi, L, Gamache, D.L., & Devers, C.E. (2016)

Minding the gap: Antecedents and consequences of top management-to-worker pay dispersion. *Journal of Management*, 42: 862-885.

Gamache, D.L, McNamara, G.M., Mannor, M.J., & Johnson, R.E. (2015)

Motivated to acquire? The impact of CEO regulatory focus on firm acquisitions. *Academy of Management Journal*, 58:1261-1282.

Seo, J., Gamache, D.L., Devers, C.E., & Carpenter, M.A. (2015)

The role of CEO relative standing in acquisition behavior and CEO pay. *Strategic Management Journal*, 36:1877-1894.

EDITORIALS

Devers, C.E., Misangyi, V.F., & Gamache, D.L. (2014) Editor's comments: On

the future of publishing management theory. *Academy of Management Review*, 39, 245-249.

(Invited)

PROCEEDINGS

Seo, J., Gamache, D.L., Devers, C.E., & Carpenter, M.A. (2014) The role of CEO

relative standing in acquisition behavior and CEO pay. *Best Paper Proceedings of the Annual Meeting of the Academy of Management*.

MANUSCRIPTS UNDER REVIEW

Gamache, D.L., Neville, F.P., ††Bundy, J., †Short, C. (Second Round Revise and Resubmit)
[CEO Regulatory Focus] *Strategic Management Journal*.

WORKING PAPERS

Gamache, D.L., Devers, C.E., Klien, F.B. & Hannigan, T. A contingency approach to the influence of CEO gender. *Preparing manuscript for submission to the Organization Science*.

Gamache, D.L., Curran, K., & Pfarrer, M.D. Flying too close to the sun: Organizational hubris and decision making biases. *Preparing manuscript for submission to Academy of Management Review*.

††Oliver, A., McSweeney, K., Gamache D.L., Devers, C.D., McNamara, G.M.
An analysis of CEO Job Demands. *Preparing manuscript for submission to the Academy of Management Journal*.

Gamache, D.L. Busenbark, J.R., †Lee, E. CEO A matter of time: The temporal alignment between firms and institutional investors. *Preparing manuscript for submission to the Academy of Management Journal*.

Busenbark, J.R., Gamache, D.L., †Yoon, H., & Withers, M. How much of a problem is endogeneity really? Examining endogeneity in strategic management research with the impact threshold of a confounding variable. *Preparing manuscript for submission to the Strategic Management Journal*.

†Lee, E.Y., Gamache, D.L., & Pfarrer, M.D., When is Giving Bad? The Unintended Signals of Impression Management. *Writing manuscript*.

†Yoon, H., Gamache, D.L., Pfarrer, M.D., & ††Kiley, J.T. Elevating the CEO: The beneficial and detrimental effects of efforts to promote the CEO through firm communication. *Data collection is underway*.

Gamache, D.L., McNamara, G.M., & Chaffin, T.D. Batman and Robin or Superman: How CEO/COO duos impact firm performance. *Preparing manuscript for submission to Organizational Science*.

Gamache, D.L., McNamara, G.M., Mannor, M.J., & †Yoon, H. CEO regulatory focus and market reaction to strategic events. *Data Analysis is underway*.

Gamache, D.L., McNamara, G.M., Steinbach, A.L., †Campbell, R. CEO Celebrity and Charisma: Their Unique Effects on CEO Dismissal and Turnover Reaction. *Data collection is underway*.

Gamache, D.L., Huo, D., Devers, C.D., Matta, F.K., Mishina, Y. Multiple reputations: The influences of hospital specialty and general reputation. *Writing manuscript.*

CONFERENCE PRESENTATIONS

Busenbark, J.R., †Yoon, H., Gamache, D.L., & Withers, M. (2018) How much of a problem is endogeneity really? Examining endogeneity in strategic management research with the impact threshold of a confounding variable. *Presented at the Strategic Management Society Annual Conference, Paris, France.*

Lee, E.Y., Gamache, D.L., & Busenbark, J.R. (2018) Time in a bottle: The temporal alignment between firms and institutional investors. *Presented at the Strategic Management Society Annual Conference, Paris, France.*

Gamache, D.L., McNamara, G.M., Graffin, S.D., †† Kiley, J.T., Haleblan, J.J., & Devers, C.D., (2018). Impression Offsetting as an Early Warning Signal of Low CEO Confidence in Acquisitions. *Presented at the Oxford Reputation Symposium; Oxford, UK.*

†Lee, E.Y., Gamache, D.L., & Pfarrer, M.D. (2018), When is Giving Bad? The Unintended Signals of Impression Management. *Presented at the Academy of Management Annual Conference; Chicago, IL.*

Neville, F.P, †† Bundy, J., & Gamache, D.L. (2018) Managerial Political Ideology and Firm Receptivity to Social Activism. *Presented at the Academy of Management Annual Conference; Chicago, IL.*

Gamache, D.L., Curran, K., & Pfarrer, M.D. Flying too close to the sun: Organizational hubris and decision making biases. *Presented at the Academy of Management Annual Conference; Chicago, IL.*

Neville, F.P, †† Bundy, J., & Gamache, D.L. (2018) Managerial Political Ideology and Firm Receptivity to Social Activism. *Presented at the 7th Sustainability, Ethics & Entrepreneurship Conference; Washington, DC.*
Finalist: Best Paper Award.

Gamache, D.L., McNamara, G.M., Graffin, S.D., †† Kiley, J.T., Haleblan, J.J., & Devers, C.D. (2017) Impression offsetting as an early warning of CEO self-interest in acquisitions. *Presented at the Strategic Management Society Special Conference: Collaborative Strategies: New Thinking about Alliances, Mergers, and Acquisitions; San Jose, Costa Rica.*

Gamache, D.L., & McNamara, G.M. Responding to bad press: How CEO temporal focus influences sensitivity to negative media coverage of acquisitions. (2017) *Presented at the Strategic Management Society Special Conference: Collaborative Strategies: New Thinking about Alliances, Mergers, and Acquisitions; San Jose, Costa Rica.*

- Gamache, D.L., Chastain, A. (2017) Justified by doing good: Exploring the relationship between CEO relative overpayment and corporate social responsibility. *Presented at the Strategic Management Society Annual Conference, Houston, Texas.*
- Gamache, D.L., Busenbark, J.R., & †Lee, E. (2017) Firm Reputation and Investment Time Horizons. *Presented at the Oxford Reputation Symposium; Oxford, UK.*
- Gamache, D.L., Neville, F.P., †† Bundy, J., †Short, C. (2017) Serving Differently: CEO regulatory focus, and firm social strategy. *Presented at the Academy of Management Annual Conference; Atlanta, GA.*
- Gamache, D.L., McNamara, G.M., Graffin, S.D., †† Kiley, J.T., Haleblian, J.J., & Devers, C.D. (2017) Impression offsetting as an early warning of CEO pessimism on acquisition-value creation. *Presented at the Academy of Management Annual Conference; Atlanta, GA.*
- Gamache, D.L., McNamara, G.M., Graffin, S.D., †† Kiley, J.T., Haleblian, J.J., & Devers, C.D. (2017) Impression offsetting as an early warning signal of CEO pessimism on acquisition-value creation. *Presented at the Conference on Behavioral Perspectives on Corporate Governance – INSEAD; Fontainebleau, France.*
- Neville, F.P., Gamache, D.L., †† Bundy, J., †Short, C. (2016) Serving Differently: CEO regulatory focus, and firm social strategy. *Presented at the Strategic Management Society Annual Conference; Berlin, Germany.*
Winner: Best Paper for Strategic Leadership & Governance Division
- †Oliver, A., McSweeney, K., Gamache D.L., Devers, C.D., McNamara, G.M., Klein, F.B. (2016) An analysis of CEO Job Demands. *Presented at the Strategic Management Society Annual Conference; Berlin, Germany.*
- Gamache, D.L., Huo, D., Devers, C.D., Matta, F.K., & Mishina, Y. (2016) Multiple reputations: The influences of hospital specialty and general reputation. *Presented at the Oxford Reputation Symposium; Oxford, UK.*
- Klien, F.B., Gamache, D.L., Devers, C.E., & Hannigan, T. (2016) Do women at the top still shop? The influence of upper echelon member gender on strategic investment behavior. *Presented at the Academy of Management Annual Conference; Anaheim, CA.*
- Gamache, D.L., & McNamara, G.M. Responding to bad press: How CEO temporal focus influences sensitivity to negative media coverage of acquisitions. (2016) *Presented at the Academy of Management Annual Conference; Anaheim, CA.*
- Puranik, H., Vough, H.C., Koopman, J., & Gamache, D.L. (2016) They want what I've got: The role of self-esteem and attribution in determining responses to coworker envy. *Presented at the Academy of Management Annual Conference; Anaheim, CA.*

- Gamache, D.L., Shamsie, J, Schwab, A., & Koopman, J. (2016) The best defense is a good offense: Responding to innovative strategy in the National Football League. *Presented at the Academy of Management Annual Conference; Anaheim, CA.*
- Kolev, K., McNamara, G.M. & Gamache, D.L., & Mannor, M.J. (2015) Putting back the individual in the behavioral theory of the firm: CEO regulatory focus and firm responses to performance. *Presented at the Strategic Management Society Annual Conference; Denver, CO.*
- Gamache, D.L., Huo, D., Devers, C.D., Matta, F.K., & Mishina, Y. (2015) Multiple reputations: The influences of hospital specialty and general reputation. *Presented at the Strategic Management Society Annual Conference; Denver, CO.*
- Gamache, D.L., Steinbach, A.L., Devers, C.E., & Otner, S. (2015) The impact of firm reputation and CEO incentives on acquisition activity. *Presented at the Reputation Symposium; Oxford, United Kingdom.*
- Klien, F.B., Gamache, D.L., Devers, C.E., & Hannigan, T. (2015) Do women at the top still shop? The influence of upper echelon member gender on strategic investment behavior. *Presented at the Reputation Symposium; Oxford, United Kingdom.*
- Kolev, K., McNamara, G.M., Gamache, D.L. & Mannor, M.J. (2015) Putting back the individual in the behavioral theory of the firm: CEO regulatory focus and firm responses to performance. *Presented at the Academy of Management Annual Conference; Vancouver, BC*
- Gamache, D.L., Johnson, R.E., McNamara, G.M., & Mannor, M.J. (2014) CEO emotionality and the strategic actions of firms. *Presented at the Strategic Management Society Annual Conference; Madrid, Spain.*
- Gamache, D.L., Steinbach, A.L., Devers, C.E., & Otner, S. (2014) The impact of firm reputation and CEO incentives on acquisition activity. *Presented at the Strategic Management Society Annual Conference; Madrid, Spain.*
- Seo, J., Gamache, D.L., Devers, C.E. & Carpenter, M.A. (2014) The role of CEO relative standing in acquisition behavior and CEO pay. *Presented at the Academy of Management Annual Conference; Philadelphia, PA.*
Winner: Distinguished Paper Award
- Chaffin, T.D., Gamache, D.L., & McNamara, G.M. (2014) Batman and Robin or Superman: How CEO/COO duos impact firm performance. *Presented at Academy of Management Annual Conference; Philadelphia, PA.*

Gamache, D.L., McNamara, G.M., Mannor, M.J., & Johnson, R.E. (2014) Being motivated to acquire: The impact of CEO regulatory focus on firm acquisitions. *Presented at Strategic Management Society Special Conference: Micro-Foundations for Strategic Management Research: Embracing Individuals; Copenhagen, Denmark.*
Finalist for Best Student Proposal Prize

Gamache, D.L., McNamara, G.M., Mannor, M.J., & Johnson, R.E. (2013) CEO regulatory focus: The impact on firm acquisitions. *Presented at Academy of Management Annual Conference, Orlando, Florida.*

Chaffin, T.D., Gamache, D.L., & McNamara, G.M. (2013) The Lone Ranger or the Dynamic Duo: When do firms benefit and when are they harmed from having a COO? *Presented at Strategic Management Society Annual Conference, Atlanta, Georgia.*

Gamache, D.L. & Shamsie, J. (2013) The best defense is a good offense: Responding to an innovative strategy in the National Football League. *Presented at the Strategic Management Society Annual Conference; Atlanta, Georgia.*

Gamache, D.L., Steinbach, A.L., & Shamsie, J. (2013) Pursuing a creative vision: Is less more? *Presented at Asian Perspectives of Creative Industries; Singapore.*

Gamache, D.L., McNamara, G.M., Mannor, M.J., & Johnson, R.E. (2012) CEO regulatory focus: The impact on firm acquisitions. *Presented at the Strategic Management Society Annual Conference; Prague, Czech Republic.*

Mannor, M.J., McNamara, G.M., & Gamache D.L. (2011). Framed for Action: The influences of positive, negative, and ambivalent CEO perceptions on organizational action. *Presented at the Strategic Management Society Annual Conference; Miami, FL.*

Kolev, K. Gamache, D.L. & Wiseman, R.M. (2011). CEO bargaining power versus firm bargaining power: The missing links in the CEO compensation debate. *Presented at the Strategic Management Society Annual Conference; Miami, FL.*

REVIEWING ACTIVITIES

Editorial Review Board, *Academy of Management Review*, 2017 – present
Outstanding Reviewer Award, 2018

Ad hoc reviewer for *Academy of Management Journal*, 2012 – present

Ad hoc reviewer for *Academy of Management Review*, 2014 – present

Ad hoc reviewer for *Journal of Business Research*, 2014 – present

Ad hoc reviewer for *Journal of Management Studies*, 2015 – present

Ad hoc reviewer for *Journal of Management*, 2015 – present

Ad hoc reviewer for *Strategic Management Journal*, 2016 – present

Ad hoc reviewer for *Long Range Planning*, 2016 – present

Ad hoc reviewer for *Management Science*, 2016 – present

Ad hoc reviewer for *Organizational Behavior and Human Decision Processes*, 2018 – present

Ad hoc reviewer for Leadership Quarterly, 2018 - present
Reviewer for the Academy of Management Annual Conference, 2011 - 2017
Reviewer for the Strategic Management Society Annual Conference, 2014 – present
2017 Best Reviewer Award – Behavioral Strategy Interest Group
2018 Outstanding Reviewer Award – Stakeholder Strategy Interest Group
Reviewer for Strategic Management Society Special Conferences, 2016 - present

INVITED PRESENTATIONS

Gamache, D.L. Validating and using dictionaries for measuring psychological attributes.
(2016) *Presented as part of the Content Analysis PDW at the Academy of Management Annual Conference; Anaheim, CA*

Do women at the top still shop? The influence of upper echelon member gender on strategic investment behavior (2015) *Presentation at Pontificia Universidad Catolica de Chile (Catholic University of Chile) hosted by Entrepreneurial Strategy Under Uncertainty.*

Preparing for the U.S. Job Market (2016) *Presentation to the Doctoral Consortium at the Strategic Management Society Annual Conference.*

Preparing for the U.S. Job Market (2015) *Presentation to the Doctoral Consortium at the Strategic Management Society Annual Conference.*

SERVICE

Representative-At-Large and Engagement Officer for Behavioral Strategy Interest Group – Strategic Management Society – 2017/18.

Track Co-Chair, Strategic Management Society Special Conference – Las Vegas, March, 2019

HONORS & AWARDS

Academy of Management, BPS Division Outstanding Reviewer 2014, 2015

Distinguished Paper Award – BPS Division – 2014 Academy of Management Annual Conference

Selected for the 2014 Doctoral Consortium – Micro Meets Macro Conference, Arizona State University

Selected for the 2013 Doctoral Workshop – Strategic Management Society Annual Conference

Selected for the 2013 BPS Doctoral Consortium – Academy of Management Annual Conference

GRANTS

Gamache, D.L., Steinbach, A. and Devers, C.E. The impact of firm reputation and CEO incentives on acquisition activity. April, 2014: Michigan State University - Management Department Advisory Board – Stride Grant, \$4000