

## RADINA R. BLAGOEVA

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Terry College of Business, University of Georgia  
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NOV 2021

### ACADEMIC APPOINTMENT

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**University of Georgia**, Terry College of Business  
Assistant Professor, (2020 – present)

### EDUCATION

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**Erasmus University Rotterdam**, Rotterdam School of Management, The Netherlands

PhD Strategic Management, 2020, *cum laude*

*Dissertation Title*: The hard power of soft power: A behavioral strategy perspective on how power, reputation and status affect firms, <https://repub.eur.nl/pub/127681>

*Promoters*: Dr. Justin Jansen (Chair), Dr. Tom Mom

*Committee Members*: Dr. Gerard George, Dr. Scott Graffin, Dr. Vareska van de Vrande, Dr. Pursey Heugens, Dr. Flore Bridoux

**Singapore Management University**, Lee Kong Chian School of Business, Singapore

Visiting PhD, 2017 (3 months)

*Sponsors*: Dr. Gerard George, Dr. Heli Wang

**Erasmus University Rotterdam, Rotterdam School of Management**, The Netherlands

MPhil Strategic Management and Entrepreneurship, 2015

*cum laude (top 5% of all graduates since program inception in 2004)*

### RESEARCH INTERESTS

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I am interested in behavioral strategy, and more specifically, in the interactions and mutual influences of CEOs, firms and financial markets. I focus on the impact of biases on (1) how CEOs incorporate feedback from the financial markets in strategic decisions and (2) how financial markets evaluate firms' strategic initiatives and communication efforts. I analyze those topics primarily through the lenses of power, status and reputation.

Behavioral strategy, power, reputation, corporate communications, M&A, performance feedback, upper echelons, corporate governance, social evaluations

### REFEREED JOURNAL PUBLICATIONS

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

**Blagoeva RR**, Kavusan K, Jansen JJP. 2020. Who violates expectations when: How firms' growth and dividend reputations affect investors' reactions to acquisitions. *Strategic Management Journal*, 41: 1712-1742.

**Blagoeva RR, Mom TJM, Jansen JJP, George G. 2020. Problem-solving or self-enhancement?: A power perspective on how CEOs change R&D search in the face of inconsistent feedback. *Academy of Management Journal*, 63: 332-355.**

## **PAPERS UNDER REVIEW**

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Blagoeva RR, Acharya A, Graffin SG. (Powerful language). Revise & Resubmit at *Academy of Management Journal*

Matusik J, Blagoeva RR, Shanklin<sup>†</sup> B, Gamache D. (CEO Power and the People). Revise & Resubmit at *Academy of Management Journal*

## **WORK IN PROGRESS**

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CEO power, CEO personality and CEO compensation. Preparing for submission. With Mirko Benischke and Michael Withers. Target journal: *Academy of Management Journal*

Investors' reactions to acquisitions of divested units. With Hyunkang Catherine Park<sup>†</sup> and Korcan Kavusan. Data analysis. Target journal: *Strategic Management Journal*

Firms' response to economic crisis. With Farhan Iqbal<sup>†</sup>, Justin Jansen and Gerry George. Data analysis. Target journal: *Strategic Management Journal*

Investors' reaction to an appointment of a director with a sin reputation. Data collection. With Ilaria Orlandi. Target journal: *Strategic Management Journal*

## **CONFERENCE PRESENTATIONS**

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Blagoeva RR, Acharya A, Graffin SG. The antecedents and consequences of CEOs' use of powerful language. *Southern Management Association Annual Meeting*, New Orleans, 2021

Matusik J, Blagoeva RR, Shanklin<sup>†</sup> B, Gamache D. Power and the people: CEO structural power predicts indifference towards social stakeholders. *Southern Management Association Annual Meeting*, New Orleans, 2021

\* *Best Paper Award, Strategy Track*

Blagoeva RR, Benischke M, Withers M. The Influence of CEO power and personality on compensation: A configurational approach. *Strategic Management Society Annual Conference*, Toronto (virtual), 2021

Blagoeva RR, Benischke M, Withers M. The influence of CEO power and personality on compensation: A configurational approach. *International QCA Paper Development Workshop*, (virtual) 2020

Blagoeva RR. Do financial markets discriminate low status CEOs: A socio-linguistic perspective. Poster presentation. *Strategic Management Society Annual Conference*, Minneapolis, 2019

Blagoeva RR. Why do investors discriminate low status CEO: A socio-linguistic perspective. *Strategic Management Society Special Conference*, Las Vegas, 2019

Blagoeva RR, Mom TJM, Jansen JJP, George G. When the problem-solver becomes a self-enhancer: A cognitive perspective on how CEOs change R&D search in the face of inconsistent feedback. *International Corporate Governance Society Annual Conference*, Shanghai, 2018

Blagoeva RR, Kavusan K, Jansen JJP. Who violates expectations? Categorization, framing, and market reaction to acquisition announcements. *Strategic Management Society Annual Conference*, Paris, 2018

Blagoeva RR, Kavusan K, Jansen JJP. Categorization, framing, and market reaction to acquisition announcements. *Strategic Management Society Special Conference*, Costa Rica, 2017

Blagoeva RR, Mom TJM, Jansen JJP, George G. The interactive role of negative external feedback and perceived feedback quality on R&D intensity. *Strategic Management Society Annual Conference*, Houston, 2017

Blagoeva RR, Mom TJM, Jansen JJP, George G. When do managers not listen?: A behavioral perspective on negative feedback from financial analysts. *International Corporate Governance Society Annual Conference*, Rome, 2017

Blagoeva RR, Kavusan K, Jansen JJP. Use of framing to mitigate negative market reactions to acquisitions. *Academy of Management Annual Meeting*, Atlanta, 2017

Blagoeva RR, Kavusan K, Jansen JJP. The role of categorization and framing in explaining market reactions to acquisitions. *Frontiers in MOC-TIM Conference*, Zurich, 2017

Blagoeva RR, Mom TJM, Jansen JJP, George G. Organizational non(responsiveness) to negative external feedback from financial analysts: A contingency model. *Academy of Management Annual Meeting*, Anaheim, 2016

#### **SELECTED WORKSHOPS (BY NOMINATION OR INVITATION ONLY)**

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- Centre for Corporate Reputation Symposium Workshop, Oxford 2019
- STR Dissertation Consortium at the Academy of Management Annual Meeting, 2019
- Strategic Management Society Special Conference Las Vegas Early Career Workshop, 2019
- International Corporate Governance Society Doctoral Consortium, 2018
- Strategic Management Society SRF Workshop, 2018
- European Academy of Management Doctoral Colloquium, 2018
- Strategic Management Society Annual Doctoral Workshop, 2017

#### **PROFESSIONAL ACTIVITIES**

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##### **Professional Service**

Representative-at-large, Strategic Management Society, Research Methods Community, 2021- present

Reviewer for the SMS Annual Conference Research Methods Paper Prize, 2021

Ad hoc Reviewer: *Academy of Management Journal*, *Strategic Management Journal*, *Organization Science*, *Journal of Management Studies*

Conference Reviewer: Academy of Management Annual Meeting, Strategic Management Society Conferences, and International Corporate Governance Society Annual Conference

##### **Professional Conference Service**

Organizer. Addressing Endogeneity in Strategic Leadership and Governance Research. Strategic Management Society Annual Conference, Toronto (virtual), 2021

Panellist. Research Methods Community Doctoral Student and Junior Faculty Consortium, Strategic Management Society, (virtual), 2021

Organizer. How to Identify and Test Causal Mechanisms of the Decision-making Process in Corporate Governance, Academy of Management Annual Meeting, Boston, 2019

Organizer. OMT Eats, Academy of Management Annual Meeting, Boston, 2019

Discussion table recorder. Global Responsible Research Summit in Business and Management, hosted by the Erasmus University Rotterdam, 2019

## **AWARDS**

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- Outstanding Reviewer Award, Strategic Management Society Annual Meeting, SL&G IG, 2021 & 2020
- ERIM Dissertation Award, Erasmus Research Institute of Management, 2020
- PhD Teacher of the Year Award, SM&E Department, Erasmus University Rotterdam, 2020
- Above and Beyond the Call of Duty (ABCD) Award, OMT, Academy of Management Annual Meeting, 2019

## **GRANTS AND SCHOLARSHIPS**

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- Centre for Corporate Reputation stipend **€300**, 2019
- Strategic Management Society Special Conference Las Vegas Early Career Workshop scholarship **\$385**, 2019
- Erasmus University Rotterdam Talent Placement Programme, 2018
- Strategic Management Society SRF Dissertation Research Program Grant **\$10,000**, 2017
- Strategic Management Society Annual Doctoral Workshop scholarship **\$815**, 2017
- Erasmus Trustfond research visit grant **€750**, 2017
- Erasmus Trustfond conference participation grant **€500**, 2016, 2018

## **TEACHING**

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**University of Georgia**, Terry College of Business, The US

### *Undergraduate courses*

International Strategic Management, Spring 2021

### *Student Mentoring*

Supervised UGA Young Dawgs Program Internship, Summer 2021

**Erasmus University Rotterdam**, Rotterdam School of Management, The Netherlands

### *MSc Strategic Management courses*

Strategic Leadership and Corporate Governance (co-instructor) 2018, 2019, 2020 (Avg. **4.7/5.0**)

Master Thesis Supervision 2016, 2017, 2018, 2019, 2020 (Avg. **4.7/5.0**)

*BSc (International) Business Administration courses*

Bachelor Internship (instructor) 2017, 2018 (Avg. **4.2/5.0**)

Erasmus Consultancy Project: Indonesia (co-instructor) 2018 (**4.1/5.0**)

Research Training and Bachelor Thesis (co-instructor) 2017 (**4.9/5.0**)

## **OTHER SKILLS AND INTERESTS**

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**Software:** Stata, R, Diction, LIWC, fsQCA

**Statistical skills:** Content analysis, panel data analysis, Arellano–Bond dynamic panel estimator, 2SLS regression, Heckman two-stage estimation, sample matching techniques, endogeneity checks, fuzzy set qualitative comparative analysis (fsQCA)

**Languages:** English (fluent), Dutch (basic), Bulgarian (Native)

**Hobbies:** travelling, dancing, jigsaw puzzles

**Co-Owner:** UniteAcademics (a networking platform for academics – development stage)

## **REFERENCES**

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**Justin J.P. Jansen**

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