

## DAVID B. WANGROW

Marquette University, College of Business Administration  
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### EDUCATION

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<b>PhD</b>	Management – Strategic Management University of Kansas School of Business <b>Dissertation</b> An Examination of CEO's Psychological and Relationship-oriented Individual Traits Influencing Exhibited Managerial Discretion	June 2016
<b>MBA</b>	Masters of Business Administration University of Chicago <i>Executive MBA Program</i>	March 2000
<b>BS</b>	Electrical Engineering Valparaiso University	May 1984

### ACADEMIC AND PROFESSIONAL EXPERIENCE

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<b>Associate Professor</b> Marquette University, College of Business Administration	2016-present
<b>Doctoral Student, Research Associate, Instructor</b> University of Kansas, School of Business	2011-2016
<b>Senior Director/MSSI Vice President</b> Motorola <i>Led worldwide team responsible for sales/business development, business and technical operations support, and key account strategies</i>	2009-2011
<b>Senior Director/MSSI Vice President</b> Motorola <i>Led North American team responsible for account management, business startup, and WiMAX technology commercialization</i>	2006-2008
<b>Senior Director</b> Motorola <i>Expatriate assignment in England managing team responsible for technology and business product planning for GSM and UMTS, competitive strategy, and business operational support</i>	2004-2006
<b>Adjunct Course Developer and Instructor</b> Valparaiso University	2003
<b>Various Engineering, Sales, and Business Operations Positions</b> Motorola	1983-2004

### PUBLICATIONS

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Cheng, Z., Wangrow, D. B., & Barker III, V. L. 2024. Career concerns of young and old CEOs: Their effect on R&D spending in the software industry. *Long Range Planning*, 57(3): 102438 (journal rank: A)

Kolev, K. D., Schepker, D. J., Wangrow, D. B., & Barker III, V. L. 2023. The board committee chair effect: How much does it contribute to firm performance? *Journal of Management*, 01492063231206108 (journal rank: A+)

Wangrow, D. B., Kolev, K. D., & Hughes-Morgan, M. 2023. Disparities in minority executive dismissal: A contingency perspective. *Strategic Organization*, 14761270231184225 (journal rank: A)

Wangrow, D. B., Schepker, D. J., & Barker III, V. L. 2022. When does CEO succession lead to strategic change? The mediating role of top management replacement. *Journal of General Management*, 03063070221126267 (journal rank: B)

Wangrow, D. B., Rogers, K. M., Saenz, D., & Hom, P. 2021. Retaining college students experiencing shocks: The power of embeddedness and normative pressures. *The Journal of Higher Education*, 93(1): 80-109. (journal rank: B)

Wangrow, D. B., Schwartz, E., & Hughes-Morgan, M. 2021. Executive dismissal or retention? A study of performance, power and survival for college basketball coaches. *Journal of General Management*, 47(1): 56-68. (journal rank: B)

Wangrow, D. B., O'Neill, B. S., Cheng, Z., & Cotton, J. L. 2021. Triggers and psychological contracts: The influence of managerial discretion. *Journal of Managerial Issues*, 33(4): 370-395. (journal rank: B)

Wangrow, D. B. & Schloemer, H. 2019. Managerial discretion. *Oxford Bibliographies Online: Management*. doi: 10.1093/OBO/9780199846740-0177. (journal rank: no ranking)

Kolev, K. D., Wangrow, D. B., Barker III, V. L., & Schepker, D. J. 2019. Board committees in corporate governance: A cross-disciplinary review and agenda for the future. *Journal of Management Studies*, 56(6), 1138-1193. (journal rank: A)

Wangrow, D. B., Kolev, K. D., & Hughes-Morgan, M. 2019. Not all responses are the same: How CEO cognitions impact strategy when performance falls below aspirations. *Journal of General Management*, 44(2), 73-86. (journal rank: B)

Wangrow, D. B., Schepker, D. J., & Barker III, V. L. 2017. Power, performance and expectations in the dismissal of NBA coaches: A survival analysis study. *Sport Management Review*, 21(4), 333-346. (journal rank: A)

Wangrow, D. B., Schepker, D. J., & Barker III, V. L. 2015. Managerial discretion: An empirical review and focus on future research directions. *Journal of Management*. 41(1): 99-135. (journal rank: A+)

## **REFEREED AND PUBLISHED CONFERENCE PROCEEDINGS**

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Wangrow, D. B., Kolev, K. D., & Robichaud, C. W. 2025. Fostering new perceptions: How a female predecessor affects current female executive dismissal. *Academy of Management Proceedings* <https://journals.aom.org/doi/abs/10.5465/AMPROC.2025.16528abstract>. (international conference)

Kolev, K. D., Wangrow, D. B., & Barker, V. L. 2025. Drivers of CEO compensation: A variance decomposition approach. *Academy of Management Proceedings* <https://journals.aom.org/doi/abs/10.5465/AMPROC.2025.10181abstract> (international conference)

Grabowski, J., Robichaud, C. W., & Wangrow, D. B. 2024. CEO-board political alignment: Performance declines from homogeneity and mitigating CEO traits. *Academy of Management Proceedings* <https://doi.org/10.5465/AMPROC.2024.12131abstract>. (international conference)

Wangrow, D. B. & Hughes-Morgan, M. 2022. When are minority executives fired? Examining four factors using sport coaches and survival analysis. *Academy of Management Proceedings* <https://doi.org/10.5465/AMBPP.2022.15468>. (international conference)

Kolev, K. D., Schepker, D. J., Wangrow D. B., & Barker, V. L. III. 2022. The board committee chair effect: How much does it contribute to firm performance? *Academy of Management Proceedings* <https://doi.org/10.5465/AMBPP.2022.11890>. (international conference)

Wangrow, D. B., Schepker, D. J. & Barker, V. L. III. 2017. Making it personal: Developing a new managerial discretion scale to examine CEO traits. *Academy of Management Proceedings*, <https://doi.org/10.5465/AMBPP.2017.13112>. (international conference)

Cheng, Z., Wangrow, D. B., & Barker, V. L. III. 2015. Tenure effects on cognitive traits: A longitudinal study of CEOs' letters to shareholders. *Academy of Management Proceedings*, <https://doi.org/10.5465/ambpp.2015.18473>. (international conference)

Chadwick, C. D., Wangrow, D. B., & Kammerer, K. L. 2014. Microfoundations of firms' human capital-related rents and losses. *Academy of Management Proceedings*, <https://doi.org/10.5465/ambpp.2014.14531>. (international conference)

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## **MANUSCRIPTS WITH REQUESTED REVISION**

Grabowski, J., Robichaud, C. W., & Wangrow, D. B. CEO-board political alignment: Performance declines from homogeneity and mitigating CEO traits. *Journal of General Management*.

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## **MANUSCRIPTS UNDER FIRST REVIEW**

Kolev, K. D., Schepker, D. J., Wangrow, D. B., & Barker III, V. L. Drivers of CEO compensation: examining the industry-, firm-, CEO-, board-, and compensation committee-level effects. *Strategic Management Journal*.

Wangrow D. B., Kolev, K. D., & Robichaud, C. W.. Fostering new perceptions: How a female predecessor affects female executive dismissal. *Strategic Organization*.

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## **WORKING PAPERS**

Grabowski, J., Schepker, D. J., Barker III, V. L., & Wangrow, D. B. Does stigma transfer across labor markets? Examining directorships for ex-CEOs.

Wangrow, D. B., Schepker, D. J., & Barker, V. L. III. Charting their own path: Developing and operationalizing a new CEO managerial discretion scale.

Wangrow, D. B., Kolev, K. D., & Robichaud, C. An identity-based approach to moving late in a crowded market: Exemplars from LAFC.

Robichaud, C., Grabowski, J., Morales, J. C., & Wangrow, D. B. Untitled study examining strategic change in college basketball coach dismissals.

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## **REFEREED CONFERENCE PRESENTATIONS**

Kolev, K. D., Wangrow, D. B., & Barker III, V. L. 2025. "Drivers of CEO compensation: A variance decomposition approach." Presented at the *Academy of Management Conference*. Copenhagen, Denmark.

Wangrow, D. B., Kolev, K. D., & Robichaud, C. W. 2025 “Fostering new perceptions: How a female predecessor affects current female executive dismissal.” Presented at the *Academy of Management Conference*. Copenhagen, Denmark.

Kolev, K. D., Schepker, D. J., Wangrow, D. B., & Barker III, V. L. 2024. “Drivers of CEO compensation: Examining the industry-, firm-, CEO-, board-, and compensation committee-level effects.” Presented at the *Strategic Management Society Conference*. Istanbul, Turkey. Nominated for Best Conference Paper.

Grabowski, J., Robichaud, C. W., & Wangrow, D. B. 2024. “CEO-board political alignment: Performance declines from homogeneity and mitigating CEO traits.” Presented at the *Academy of Management Conference*, Chicago, IL.

Wangrow, D. B., Schepker, D. J., & Barker, V. L. III. 2022. “CEO succession and strategic change: The mediating role of top management team replacement.” Presented at the *Strategic Management Society Conference*. London, UK.

Wangrow, D. B. & Hughes-Morgan, M. 2022. “When are minority executives fired? Examining four factors using sport coaches and survival analysis. Presented remotely at the *Academy of Management Conference*. Seattle, WA.

Kolev, K. D., Schepker, D. J., Wangrow D. B., & Barker, V. L. III. 2022. “The board committee chair effect: How much does it contribute to firm performance?” Presented remotely at the *Academy of Management Conference*. Seattle, WA.

Kolev, K. D., Schepker, D. J., Wangrow D. B., & Barker, V. L. III. 2020. “The board committee chair effect: How much does it contribute to firm performance? Presented remotely at the *Strategic Management Society Conference*. London, UK.

Wangrow, D. B., Schwartz, E., & Hughes-Morgan, M. 2020. “Does the executive survive? A study of performance, power and race in college basketball. Presented remotely at the *Strategic Management Society Conference*. London, UK.

Wangrow, D. B., Schepker, D. J., & Barker, V. L. III. 2019. “Charting their own path: Developing and operationalizing a new CEO managerial discretion scale.” Presented at the *Strategic Management Society Special Conference on Governance and Strategic Leadership*. Las Vegas, NV.

Wangrow, D. B., Kolev, K. D., & Hughes-Morgan, M. 2018. “Not all responses are the same: How CEO cognitions impact strategy when performance falls.” Presented at the *Strategic Management Society Conference*. Paris, France.

Wangrow, D. B., Schepker, D. J. & Barker, V. L. III. 2017. “Making it personal: Developing a new managerial discretion scale to examine CEO traits.” Presented at the *Academy of Management Conference*. Atlanta, GA.

Poppo, L., Cheng, Z., & Wangrow, D. B. 2017. “Secret sauces and collaborative innovations in buyer-supplier dyads.” Presented by co-author at the *Organization Science Winter Conference*. Park City, UT.

Cheng, Z., Wangrow, D. B., & Barker, V. L. III. 2015. “Tenure effects on cognitive traits: A Longitudinal study of CEOs’ letters to shareholders.” Presented at the *Strategic Management Society Conference*. Denver, CO.

Cheng, Z., Wangrow, D. B., & Barker, V. L. III. 2015. "Tenure effects on cognitive traits: A longitudinal study of CEOs' letters to shareholders." Presented at the *Academy of Management Conference*. Vancouver, BC.

Chadwick, C. D., Wangrow, D. B., & Kammerer, K. L. 2014, "Microfoundations of firms' human capital-related rents and losses." Presented (by co-author) at the *Strategic Management Society Conference*. Madrid, Spain.

Chadwick, C. D., Wangrow, D. B., & Kammerer, K. L. 2014 "Microfoundations of firms' human capital-related rents and losses." Presented at the *Academy of Management Conference*. Philadelphia, PA.

Wangrow, D. B., Schepker, D. J., & Barker, V. L. III. 2014. "When Does CEO Succession Lead to Strategic Change?" Presented at the *Academy of Management Conference*. Philadelphia, PA.

## **INVITED PRESENTATIONS**

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Visiting professor, University of Antwerp and Antwerp Management School. October 2024.

Guest speaker, "International culture and experiences" University of Wisconsin-Milwaukee. 2016-2020.

## **TEACHING EXPERIENCE**

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### **Marquette University**

College of Business Administration: Undergraduate, MBA

**Strategic Management**

**Leading Innovation and Creativity**

**Strategic Management MBA Capstone**

### **University of Kansas**

School of Business: Undergraduate

**Strategic Management**

**General Management Processes and Change**

### **Valparaiso University**

College of Engineering: Undergraduate

**Wireless Networks**

## **SCHOLARLY AWARDS AND HONORS**

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**Outstanding Reviewer**, Strategic Management Society Conference, 2019.

**Publication Bonus**, Marquette University College of Business Administration, 2019.

**Outstanding Doctoral Student Paper**, University of Kansas School of Business, 2015.

## **SCHOLARLY GRANTS**

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**Miles Summer Research Grant**, Marquette University, 2023, 2024, 2025.

**College of Business Mini Grant**, Marquette University, 2018, 2021, 2023, 2024.

**Faculty Development Domestic Travel Grant**, Marquette University, 2019.

**Faculty Development International Travel Grant**, Marquette University, 2018.

## **MEDIA INTERVIEWS AND CONTRIBUTIONS**

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**Fox 6 News Milwaukee**. Interview regarding the downsides of remote work. May 19, 2021.

**Milwaukee Biz Times**. Interview regarding the impact of remote and hybrid working arrangements. November 2020.

**Milwaukee Biz Times**. Interview regarding firms navigating workplace challenges associated with spread of COVID-19. March 2020.

**Milwaukee Journal Sentinel**. Commentary on mixing business strategy and politics. December 17, 2016.

## **PROFESSIONAL AND UNIVERSITY SERVICE**

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### **Reviewer:**

*Journal of Management*, 2014-present  
*Journal of Business Research*, 2018-present  
*Journal of Management Studies*, 2019-present  
*Managerial and Decision Economics*, 2019-present  
*Journal of General Management*, 2020-present  
*Business Horizons*, 2024-present  
*Strategic Organization*, 2025-present  
*Frontiers in Psychology*, 2022-2024  
*Business and Society*, 2021-2024  
*Organization Science*, 2021-2023  
*Strategic Management Journal*, 2018-2021  
*Long Range Planning*, 2015-2020  
*Organizational Behavior and Human Decision Processes*, 2018-2019  
*Journal of Sport Management*, 2016-2018

### **Service to the Strategic Management Society:**

**Reviewer**, Strategic Leadership and Governance Interest Group. 2015-present

**Reviewer**, Special Conference on Corporate Governance and Strategic Leadership, 2018

### **Service to the Academy of Management:**

**Session Chair**, STR Division. 2014, 2017

**Reviewer**, STR Division. 2013-present

**Reviewer**, MOC Division. 2016-present

### **Department and College-level Service:**

**College of Business Administration, Master of Science in Supply Chain Management Program**

**Session Leader**, 2020-present

**College of Business Administration Undergraduate Curriculum Committee Co-Chair**, 2023-present;

**Member**, 2019-2023

**College of Business Administration Host/Presenter for Prospective Students**, 2018-present

**College of Business Administration Faculty Advisor**, 2017-present

**College of Business Administration Completer Program Curriculum Taskforce Chair**, 2021

**College of Business Administration Study Abroad Co-leader and Instructor (Antwerp)**, 2019

**Management Department Entrepreneurship Program Taskforce Member**, 2019

**College of Business Administration Study Abroad Leader, Instructor and Course Developer  
(Germany), 2018**

**Management Department Leadership Course Development Committee Member, 2016**

**University-level Service:**

**University Academic Senate Representative, Spring 2020-Spring 2024**

**Academic Integrity Council Member, Investigative officer, 2017-2019**