

**David D. Dawley**  
West Virginia University  
Department of Management  
Robbins Center for Global Business & Strategy  
John Chamber College of Business and Economics  
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## Education

- Ph D, Florida State University, 1999.  
Major: Strategic Management  
Dissertation Title: The Effects of Refocusing, Size, Slack, and Munificence on Post-Bankruptcy Performance
- MBA, University of Central Florida, 1995.  
Major: Management
- BS, Clemson University, 1983.  
Major: Industrial Management

## Professional Positions, Academic - post-secondary

- Executive Director, Robbins Center for Global Business & Strategy (2015-Present)
- Associate Professor, West Virginia University. (2005 - Present).
- Assistant Professor, West Virginia University. (2000 - 2005).
- Adjunct Professor, Florida State University. (1999 - 2000).
- Doctoral Student/Teaching Fellow, Florida State University. (1996 - 1999).

## Publications

### Refereed Journal Articles

- Dawley, D. (2021). Limits of Authenticity: How Organizational Politics Bound: Effects of Authentic Leadership on Follower Satisfaction and Performance the Positive. *Journal of Applied Social Psychology*, 2021(51), 594-609.
- Tomlinson, E., Dawley, D. (2020). Revisiting the Trustworthiness-Trust Relationship: Exploring the Differential Predictors of Cognition- and Affect-based Trust. *Journal of Organizational Behavior*, 41(6), 535-550.
- Xia, J., Dawley, D., Ma, R., Boal, K. (2016). Stakeholder Reaction and Post-bankruptcy Outcome: An Application of Signaling Theory. *Strategic Management Journal*.
- Dawley, D. (2014). Women, Forensic Science, and STEM: An Initial Inquiry. *Journal of Forensic Science Policy and Management: An International Journal*, 3(3-4), 70-75.
- Dawley, D. (2013). The Effects of Politics on Job Satisfaction in Crime Lab Employees. *Forensic Science Policy & Management: An International Journal*, 3(4), 159-164.

- Dawley, D., Munyon, T. P. (2012). Enhancing Employee Outcomes in Crime Labs : Test of a Model. *Forensic Science Policy and Management: An International Journal*, 3(3), 105-112.
- Dawley, D. (2012). Staying Put: Off-the-job Embeddedness as a Moderator of the Relationship Between On-the-job Embeddedness and Turnover Intentions. *Journal of Leadership and Organizational Studies*, 19(4), 467-475.
- Newman, J., Dawley, D., Speaker, P. (2012). Strategic Management of Forensic Laboratory Resources: From Project FORESIGHT Metrics to the Development of Action Plans. *Forensic Science Policy & Management: An International Journal*, 2(4), 164-174.  
<http://www.tandfonline.com/doi/abs/10.1080/19409044.2012.693571>
- Houghton, J., Dawley, D. (2012). The Abbreviated Self-Leadership Questionnaire (ASLQ): A More Concise Measure of Self-Leadership. *International Journal of Leadership Studies*, 7(2), 216-232.
- DiLiello, T. C., Houghton, J., Dawley, D. (2011). Narrowing the Creativity Gap: The Moderating Effects of Perceived Support for Creativity. *Journal of Psychology*, 145(3), 151-172.
- Dawley, D., Houghton, J., Bucklew, N. (2010). Perceived Organizational Support and Turnover Intention: The Mediating Effects of Personal Sacrifice and Job Fit[2010]. *The Journal of Social Psychology* (150[3]), 238-257.
- Dawley, D., Bucklew, N. (2010). Enhancing the Ties That Bind: Mentoring as a Moderator. *Career Development International*, 15(3), 259-278.
- Dawley, D., Houghton, J., Bucklew, N. (in press). Perceived Organizational Support and Turnover Intention: The Mediating Effects of Personal Sacrifice and Job Fit. *Journal of Social Psychology*, 20.
- Dawley, D., Andrews, M., Bucklew, N. (2008). Mentoring, Supervisor Support, and Perceived Organizational Support: What Matters Most? *Leadership and Organization Development Journal*, 29(3), 12.
- Insch, G. S., McIntyre, N. H., Dawley, D. (2008). "Tacit Knowledge: A Refinement and Empirical Test of the Academic Tacit Knowledge Scale". *The Journal of Psychology*, 142(6), 19.
- Dawley, D. (2008). Privatization and Financial Performance: Can Value Be Created by Privatizing State Owned Enterprises in the Middle East & North Africa (MENA) Region?. *Journal of Business Valuation and Economic Loss Analysis*, 3(1), 22.
- Brockmann, E., Hoffman, Dawley, D. (2006). "A Contingency Theory of CEO Successor Choice and Post-Bankruptcy Strategic Change". *Journal of Managerial Issues*, 18, 213-231.
- Behn, B., Riley, R., Yang, Y., Dawley, D. (2006). "Deaths of CEOs: Are Delays in Naming Successors Associated with Subsequent Firm Performance?". *Journal of Managerial Issues*, 18(1), 32-46.
- Dawley, D., Stephens, R., Stephens, D. (2005). "Dimensionality of Organizational Commitment in Volunteer Workers: Chamber of Commerce Board Members and Role Fulfillment". *Journal of Vocational Behavior*, 67, 511-525.
- Hoelscher, M. L., Hoffman, J. J., Dawley, D. (2005). "Toward a Social Capital Theory of Competitive Advantage in Medical Groups". *Health Care Management Review*, 30(02), 103-109.

- Stephens, R., Dawley, D., Stephens, D. (2004). "Director Role Potential and Personal Characteristics as Antecedents of Commitment on Nonprofit Boards". *Journal of Organizational Analysis*, 12(4), 395-413.
- Dawley, D., Hoffman, J., Smith, A. R. (2004). "Leader Succession: Does Gender Matter?". *Leadership and Organization Development Journal*, 25(8), 678-690.
- Daake, D., Dawley, D., Anthony, W. P. (2004). "Formal Data Use in Strategic Planning". *Journal of Managerial Issues*, 16(2), 232-247.
- Stephens, R., Dawley, D., Stephens, D. (2004). "Commitment on the Board: A Model of Volunteer Directors' Levels of Organizational Commitment and Self-reported Performance". *Journal of Managerial Issues*, 16(4), 483-504.
- Brockmann, E., Hoffman, J., Dawley, D., Fornaciari, C. (2004). "The Impact of CEO Duality and Prestige on a Bankrupt Organization". *Journal of Managerial Issues*, 16(2), 178-196.
- Dawley, D., Anthony, W. P. (2003). "User Perceptions of Email at Work". *Journal of Business and Technical Communication*, 17(2), 170-200.
- Dawley, D., Hoffman, J. J. (2003). "Do Size and Strategy Matter? An Examination of Post-Bankruptcy Outcomes". *Journal of Managerial Issues*, 15(4), 413-429.
- Dawley, D., Hoffman, J., Lamont, B. (2002). "Choice Situation, Refocusing, and Post-Bankruptcy Performance". *Journal of Management*, 28(5), 695-717.
- Simmonds, P., Dawley, D., Ritchie, W., Anthony, W. (2001). "Knowledge Transfer from the Academy (the Academic Environment) to Practicing Managers". *Journal of Managerial Issues*, 8(3), 360-375.
- Giunipero, L., Dawley, D., Anthony, W. P. (1999). "The Impact of Tacit Knowledge on Purchasing Decisions". *The Journal of Supply Chain Management*, 35(1), 44-49.
- Dawley, D., Schniederjans, M., Hoffman, J., Irwin, J. (1999). "Goal Programming and International Expansion in the Hospital Industry". *Journal of Managerial Issues*, 11(3), 259-279.

### **Book Chapters**

- Dawley, D., Hoffman, J. (2002). "A Strategic Change/Organizational Ecology Based Theory of Post-Bankruptcy Performance in Healthcare Firms" (vol. 3, pp. 297-316). *Advances in Healthcare Management*.
- Anthony, W. P., Dawley, D. (2000). In D. Fedor (Ed.), "Achieving Quality in a Deregulating Environment: Top Management Team Decision Making and the Search For Meaning" in *Advances in the Management of Organizational Quality* (pp. 155-192). JAI Press.

## **Courses Taught**

### **West Virginia University**

BADM 541 Business Strategy  
BADM 543 Seminar in Leadership  
BADM 551 Global Planning and Strategy  
BADM 562 International Business  
BADM 591A International Business-London & Brexit  
BADM 591G International Business - China  
BADM 591H Business in India  
BADM 591I Business in Brazil  
BADM 591T MBA Strategy.  
BADM 593A Special Topics in Business Strategy.  
BADM 612 Managerial and Team Skills  
BADM 613 Business Strategic Environment  
BADM 623 Strategy  
BADM 650 Global Trade and Supply Chain  
BADM 653 Integrated Global Business  
BADM 793 Foundations of Strategy and International Business Research  
BCOR 200 Faculty-Led Study Abroad  
BCOR 460 Contemporary Business Strategy  
BUSA 101 Introduction to Business  
BUSA 101H Intro to Business for Honors Students  
BUSA 320, Survey of Management.  
INBS 310 Intercultural Business Communication  
INBS 480, Global Strategic Issues  
MANG 293A London and Brexit  
MANG 360 International Business  
MANG 770 Strategic Management Theory

## Awards and Honors

Dean's Award of Distinction - Teaching, College of B&E. (2017).

MBA Program Professor of the Year Award. (2016).

Outstanding MBA Faculty Award, WVU B&E. (2015).

EMBA Outstanding Teaching Award, WVU. (2012).

Beta Gamma Sigma Professor of The Year (2011).

Advisor of the Year, Steel Valey Region 2011, Delta Sigma Pi. (2011).

Advisor of the Year, Steel Valley Region, Delta Sigma Pi. (2010).

National Advisor of the Year, Delta Sigma Pi Business Fraternity. (2010).

Provencial Advisor of the Year, Delta Sigma Pi Business Fraternity. (2010).

Chapter Advisor of the Year Northeastern Province, Delta Sigma Pi. (2009).

Chapter Advisor of the Year Steel Valley Region, Delta Sigma Pi. (2009).

Chapter Advisor of the Year, Steel Valley Region, Delta Sigma Pi. (2008).

Chapter Advisor of the Year Northeastern Province, Delta Sigma Pi. (2008).

Chapter Advisor of the Year Award, Steel Valley Region, Delta Sigma Pi. (2007).

Teaching Award, West Virginia University, Department of Management. (2007).

National Advisor of the Year Award, Delta Sigma Pi. (2007).

Provincial Advisor of the Year Award, Delta Sigma Pi. (2007).

Chapter Advisor of the Year Award, Steel Valley Region, Delta Sigma Pi. (August 2006).

National Advisor of the Year Award, Delta Sigma Pi. (August 2006).

Provincial Advisor of the Year Award, Delta Sigma Pi. (August 2006).

College Research Award, Dean's Award of Distinction - College of B&E. (2005).

Highly Commended Award, Emerald Publishing Group. (2005).

Researcher of the Year, College of Business and Economics. (2005).

Golden Apple Award for Outstanding Teaching, WVU Chapter of the Golden Key International Honour Society. (2004).

Florida State University Graduate Assistant Teaching Award, College of Business. (1998).

Florida State University Graduate Assistant Teaching Award, Department of Management. (1998).

