

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

Working Papers:

- Gibbs, R.A., Simcoe, T.A., Waguespack, D.M. "How Much Does Earnings Management Matter for Strategy Research?" [Revising for Reject and Resubmit]
- Frake, J.; Gibbs, R.A.; Goldfarb, B.; Hiraiwa, T.; Starr, E.; Yamaguchi, S. "Relaxing Identifying Assumptions" [Under review]

- Gibbs, R.A. “When Performance Isn’t Performance: Earnings Smoothing, Performance Feedback, and Strategic Change”
- Gibbs, R.A.; Byun, H.; Lin, K. “Build, Borrow, Buy... or Bail.”

Works in Progress:

- Gibbs, R.A. “Earnings Smoothing, Strategic Change, and the Slippery Slope to Financial Fraud.”
- Gibbs, R.A. “Cognitive Mechanisms of Earnings Manipulation and Strategic Decision-Making.” [Mixed-methods with observational data and two behavioral lab experiments]

Research Interests:

Earnings Management, Financial Manipulation, Business Ethics, Behavioral Strategy, Strategic Change, Short-Termism

Conferences and Invited Presentations

- CCC Corporate Dynamics Presentation (2021)
- Boston University, CCC Visiting Scholar Presentation (2020)
- Strategic Management Society (SMS), 40th 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*
- Academy of Management Annual Meeting
- Strategic Management Society Annual Meeting

University Service

- 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 65000 – Strategic Management I, Spring 2023

- Teaching core strategy class for master's students

MGMT 35200 – Strategic Management, Spring 2023

- Teaching two total sections of core upper-level class for undergraduates

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 (mean rating in the business school was 4.4)

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 (mean rating in the business school was 4.4)

BMGT 495 - Strategic Management, Spring 2019

- Taught two sections of core capstone class for undergraduates
- Average overall instructor rating of 3.9 / 4.0 (mean rating in the business school was 3.3)

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

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.