

THOMAS P. MOLITERNO

Moore School of Business
University of South Carolina
1705 College Street
Columbia, SC 29208

803.777.5972 (TEL)
803.777.6876 (FAX)
moliterno@moore.sc.edu
www.mooreschool.sc.edu

ACADEMIC APPOINTMENT

2005 - Present Assistant Professor of Management
Moore School of Business, University of South Carolina

EDUCATION

2005 Ph.D. in Management
University of California, Irvine, The Paul Merage School of Management
Dissertation: Behavioral Antecedents of Firm-Level Resource Replacement and Acquisition

1999 Master of Business Administration with High Honors
Boston University, School of Management

1991 Master of Arts
University of Kentucky, Graduate School of Arts & Sciences

1989 Bachelor of Arts
College of William & Mary

RESEARCH INTERESTS

- Resource-based & dynamic capabilities theory
- Behavioral theory
- Social networks
- Entrepreneurial organizations

PUBLICATIONS

Moliterno, T.P. & Wiersema, M.F. (2007). "Firm Performance, Rent Appropriation, and the Strategic Resource Divestment Capability." *Strategic Management Journal* 28 (11): 1065-1087.

Wiersema, M.F. & Moliterno, T.P. (2006). "Corporate Leadership and the Dialogue of Adaptation." In *Advances in Strategic Management, Vol. 23*. Baum, J., Dobrev, S., & Van Witteloostuijn, A. (Eds), JAI-Elsevier Press.

Moliterno, T.P. & Wiersema, M.F. (2005). "Rent Appropriation and Behavioral Antecedents of Strategic Resource Divestment." *Best Paper Proceedings, Sixty-fifth Annual Meeting of the Academy of Management, Honolulu, HI.*

WORKING PAPERS

- Wiersema, M.F., Moliterno, T.P., & Washburn, M. “Market Signaling and CEO Dismissal: The Stock Market Response to CEO Replacement Choice.”
- Moliterno, T.P. & Beckman, C.M. “Who’s in First? Social Aspirations and Organizational Change.”
- Zatzick, C.D., Moliterno, T.P., & Fang, T. “Revisiting the Change—Performance Relationship: The Moderating Role of Strategic Alignment.”
- Clougherty, J.A., & Moliterno, T.P. “Empirically Eliciting Capabilities in the Presence of Measurable and Transferable Resources.”
- Ployhart, R.E, & Moliterno, T.P. “A Multi-Level Theory of the Human Capital Resource.”
- Beckman, C.M., & Moliterno, T.P. “Network Systems: Status and Learning in Market Systems.”
- Moliterno, T.P. “Leaving Money on the Table: Competitive Rivalries and Factor Market Transactions.”

PROFESSIONAL CONFERENCE PRESENTATIONS

- Clougherty, J.A., & Moliterno, T.P. (2008). “Empirically Eliciting Capabilities in the Presence of Measurable and Transferable Resources.” Accepted for presentation at *The Atlanta Competitive Advantage Conference*, Atlanta, GA. & *Strategic Management Society Conference*, Cologne, Germany.
- Ployhart, R.E, & Moliterno, T.P. (2008) “A Multi-Level Theory of the Human Capital Resource.” Accepted for presentation at *Annual Meeting of the Academy of Management*, Anaheim, CA.
- Moliterno, T.P. & Beckman, C.M. (2008). “Who’s in First? Social Aspirations and Organizational Change.” Accepted for presentation at *Annual Meeting of the Academy of Management*, Anaheim, CA.
- Wiersema, M.F., Moliterno, T.P., & Washburn, M. (2008). “Market Signaling and CEO Dismissal: The Stock Market Response to CEO Replacement Choice.” Accepted for presentation at *Annual Meeting of the Academy of Management*, Anaheim, CA.
- Moliterno, T.P. & Zatzick, C.D. (2007). “Strategic Alignment and Organizational Change: A Preliminary Test Of The V-P-C Framework.” *Strategic Management Society Conference*, San Diego, CA.
- Zatzick, C.D., Fang, T., & Moliterno, T.P. (2007). “Revisiting the Change/Performance Relationship: The Moderating Role Of Strategic Alignment.” *Annual Meeting of the Academy of Management*, Philadelphia, PA & *The Atlanta Competitive Advantage Conference*, Atlanta, GA (pre-conference research workshop).
- Moliterno, T.P. (2006). “Resource Renewal: Antecedent Performance and Factor Market Signals.” *Strategic Management Society Conference*, Vienna, Austria.
- Moliterno, T.P. (2006). “Not All Risk is the Same: Performance Aspirations and Strategic Resource Renewal.” *Annual Meeting of the Academy of Management*, Atlanta, GA.

- Moliterno, T.P. (2006). "Antecedent Performance and Resource Renewal: A Dynamic Capability in the Best of Times, the Worst of Times, and the Rest of the Time." *22nd EGOS Colloquium*, Bergen, Norway.
- Moliterno, T.P. (2006). "The Risky Business of Strategic Resource Renewal." *The Atlanta Competitive Advantage Conference*, Atlanta, GA.
- Moliterno, T.P. & Wiersema, M.F. (2005). "Rent Appropriation and Behavioral Antecedents of Strategic Resource Divestment." *Annual Meeting of the Academy of Management*, Honolulu, HI. Selected for *Best Paper Proceedings & Recipient*, BPS Distinguished Paper Award.
- Moliterno, T.P. & Wiersema, M.F. (2005). "Determinants of Firm-Level Strategic Resource Divestment." *The Atlanta Competitive Advantage Conference*, Atlanta, GA.
- Moliterno, T.P. & Wiersema, M.F. (2004). "Contextual Determinants of Firm-Level Strategic Resource Reallocation." *Strategic Management Society Conference*, San Juan, Puerto Rico. Winner, 3rd Annual Booz Allen Hamilton/SMS PhD Fellowship.
- Beckman, C.M. & Moliterno, T.P. (2004). "Through the Looking Glass: Status and Uncertainty in the Market for U.S. Venture Capital, 1996-2000." *Annual Meeting of the Academy of Management*, New Orleans, LA.
- Wiersema, M.F., & Moliterno, T.P. (2003). "CEO Selection: The Importance of Human and Social Capital as Market Signals." *Strategic Management Society Conference*, Baltimore, MD. Nominated for the 6th annual McKinsey/SMS Best Conference Paper Award.
- Wiersema, M.F., & Moliterno, T.P. (2003). "Human and Social Capital as Market Signals: Implications for CEO Selection." *Annual Meeting of the Academy of Management*, Seattle, WA.
- Beckman, C.M., & Moliterno, T.P. (2002). "Firms, Funds, and Limited Partners: A Nested Set of Networks in the Venture Capital Industry." *Annual Meeting of the Academy of Management*, Denver, CO.

ACADEMIC HONORS, AWARDS & FELLOWSHIPS

- | | |
|------|--|
| 2008 | Professor of the Year (Professional MBA Program, Moore School of Management; Awarded by Student Vote) |
| 2007 | Professor of the Year (Professional MBA Program, Moore School of Management; Awarded by Student Vote)

Participant, Junior Faculty Consortium (BPS Division, Academy of Management)

Participant, CIBER Faculty Development in International Business, India |
| 2006 | Participant, Junior Faculty Consortium (OMT Division, Academy of Management) |
| 2005 | Distinguished Paper Award (BPS Division, Academy of Management) |
| 2004 | Chancellor's Club Fellowship (University of California, Irvine)

Finalist, INFORMS Organization Science Dissertation Proposal Competition |

- Booz Allen Hamilton/SMS PhD Fellowship (Strategic Management Society)
 Outstanding Reviewer Award (BPS Division, Academy of Management)
 Ray Watson Fellowship (The Paul Merage School of Management, University of California, Irvine)
- 2000 Regents Fellowship (University of California, Irvine)
 National Scholar Fellowship (University of California, Irvine)

COURSES TAUGHT

- Strategic Management (MGMT 478; undergraduate-level)
 Strategic Management (MBAD 702T; MBA-level; distance learning format)
 Strategic Management (MBAD 702; Executive MBA-level; Guadalajara, Mexico)

COMMUNITY AND PROFESSIONAL ACTIVITIES

- 2008 Organizer and Co-Chair, “The ‘Hows’ of Dynamic Capabilities: Building a Process-Based Research Agenda.” BPS Pre-conference PDW, *Annual Meeting of the Academy of Management*, Anaheim, CA.
 Reviewer, Competitive Strategy Interest Group, Strategic Management Society
- 2007 Session Chair, “Linking Resources to Sustained Performance.” *Strategic Management Society Conference*, San Diego, CA.
 Discussant, “Dynamic Capabilities and Organizational Change.” BPS Paper Session, *Annual Meeting of the Academy of Management*, Philadelphia, PA.
 Proposal Co-Author, Moore School of Business Strategic Directions Initiative.
 Moore School of Business Management Dept. Grading Norms & Strategic Theme Committees
 Moore School of Business PhD Oral Examination Committees: Josh Ault, Luis Dau, Kurt Gleichauf, & Matt Mitchell
- 2006-2008 Moore School of Business Strategic Management Course Assessment Committee
- 2006-2007 Moore School of Business Management Dept. PhD Program Committee
- 2006 Moore School of Business Strategic Management Hiring Committee
 Invited Reviewer, *Management Decision* Special Issue on Hierarchy of Strategies and Strategic Fit: Theoretical and Empirical Advances
Ad Hoc Reviewer, *Journal of Business Research*
 Facilitator, “Dynamic Capabilities: Switch Hitters and Home Runs (Ambidexterity & Rapid Response).” BPS Paper Session, *Annual Meeting of the Academy of Management*, Atlanta, GA.
 Reviewer, Competitive Strategy Interest Group, Strategic Management Society

- 2005-2006 Moore School of Business Computing Resources Committee
- 2005 Facilitator, “Developing Networks as a Source of Value.” BPS Interactive Paper Session, *Annual Meeting of the Academy of Management*, Honolulu, HI.
- 2003-2008 *Ad Hoc* Reviewer, BPS & OMT Divisions, Academy of Management
- 2002 Organizer and Co-Chair, “Looking Beyond Individuals: Toward an Understanding of Structure in Network Analysis.” OMT Symposium, *Annual Meeting of the Academy of Management*, Denver, CO.

PROFESSIONAL ASSOCIATIONS

Academy of Management (BPS & OMT Divisions), Strategic Management Society, Society for American Baseball Research, *Beta Gamma Sigma*

BUSINESS EXPERIENCE

- 1998 - 2000 Harvard University Graduate School of Education, Cambridge, MA
Senior Development Officer
- 1993 - 1998 International Fund for Animal Welfare, Yarmouth Port, MA
Director of U.S. Field Operations (1995-1998)
North American Animal Welfare Program Coordinator (1993-1995)
- 1991 - 1993 Natural Habitat Adventures, Boulder, CO
Sales and Marketing Manager