

Zeki Simsek, Ph.D.

Associate Professor of Strategic Management (*with Tenure*)

University of Connecticut, School of Business

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EDUCATION

Ph.D.	Management	University of Connecticut, Storrs	12/02
M.B.A.	Management & Organization	University of New Haven, New Haven	1996
Certificate	International Business	University of New Haven, New Haven	1995
M.S.	Industrial & Economic Relations	Anatolia University, Turkey	1993
B.A.	Business Administration	Anatolia University, Turkey	1991

ACADEMIC EMPLOYEMENT

2008-Present	University of Connecticut	Associate Professor of Management (Tenure)
2003 - 2008	University of Connecticut	Assistant Professor of Management
2002 - 2003	University of Connecticut	Instructor
1998 - 2001	University of Connecticut	Instructor & Research Assistant
1997 - 1998	Bogazici University, Turkey	Research Assistant
1993 - 1997	K. Maras University, Turkey	Instructor & Research Assistant

EDITORIAL BOARDS

Academy of Management Journal (2007-2010)

Strategic Entrepreneurship Journal (January 2009- January 2012)

Journal of Management Studies (2006 - 2009)

Organizational Research Methods (July 2007- December 2009)

Entrepreneurship Theory and Practice (2007 - 2009)

Journal of Venture Capital (January 2009-2011)

HONORS & AWARDS

Nominee Corporate Strategy and Governance Associate Program Chair, SMS 2009

Academy of Management Journal's Outstanding Reviewer (2009)

Undergraduate teaching award, UCONN (2008)

Ackerman Scholar, (2010-2011)

The Eleventh SMS Best Conference Paper Honorable Mention, Germany (2008)

Outstanding Student Advisement and Advocacy Award Nomination, UCONN (2007)

The Ninth annual SMS Best Conference Paper Finalist, Vienna (2006)
Business School Best Paper Honorable mention, UCONN (2006)
Best Paper Review for BPS Division Academy of Management Meeting, Chicago (1999)

Research interest: Strategic Leadership and Entrepreneurship

REFEREED ACADEMIC PUBLICATIONS

- Cao, Q. & Simsek, Z. Accepted. Modeling the Joint Impact of the CEO and the TMT on Organizational Ambidexterity. *Journal of Management Studies*.2009.
- Simsek, Z., Heavey, C., & Veiga, J. 2009. The Impact of CEO core self-evaluations on entrepreneurial orientation. *Strategic Management Journal*.
- Heavey, C. & Simsek, Z. 2009. Decision comprehensiveness and corporate entrepreneurship: The moderating role of managerial uncertainty preferences and environmental dynamism. *Journal of Management Studies*.
- Simsek, Z., Heavey, C., Veiga, J. F., Souder, D. (2009). A typology for aligning organizational ambidexterity's conceptualizations, antecedents, and outcomes. *Journal of Management Studies*, 46: 864-894.
- Simsek, Z. (2009). Organizational ambidexterity: Towards a multilevel understanding. *Journal of Management Studies*, 46: 597-624.
- Simsek, Z., Veiga, J. F Lubatkin, M., & Dino, R. N. 2008. The Role of an entrepreneurially alert information system in promoting corporate entrepreneurship, *Journal of Business Research*.
- Ling, Y., Simsek, Z., Lubatkin M., & Veiga, J. 2008. The Impact of Transformational CEOs on the performance of small- to medium-sized firms: Does Tenure or Founder Status Matter? *Journal of Applied Psychology*.4:923-34
- Ling, Y., Simsek, Z., Lubatkin M., & Veiga, J. 2008. Transformational leadership's role in promoting corporate entrepreneurship: Examining the CEO-TMT Interface. *Academy of Management Journal*, 51: 742-776.
- Simsek, Z. 2007. CEO tenure and organizational performance: An intervening model. *Strategic Management Journal*, 28: 653-662.
- Florin J. & Simsek Z. 2007. The Effects of Moral Hazard and Adverse Selection on the Pricing and Underpricing of Initial Public Offerings. *Venture Capital: An International Journal of Entrepreneurial Finance*, 9: 127-143.
- Simsek, Z. Lubatkin, M., & Veiga, J. F. 2007. The Impact of the Competitive Environment on Corporate Entrepreneurship: Toward Understanding Discretionary Slack's Pivotal Role. *Journal of Management Studies*. 44.
- Lubatkin, M., Simsek Z., Ling, Y. & Veiga, J. F. 2006. Ambidexterity and performance on Small- to Medium-Sized Firms: The Pivotal Role of TMT behavioral Integration. *Journal of Management*. 32: 646-672.

- Golden, T., Veiga, J. F. & Simsek, Z. 2006. Telecommuting's Differential Impact on Work-Family Conflict: Is There No Place Like Home? *Journal of Applied Psychology*. 91: 1340-1350.
- Simsek, Z., Veiga, J. F. Lubatkin, M., & Dino, R. N. 2005. Modeling the multilevel determinants of top management team behavioral integration. *Academy of Management Journal*, 48: 69-84.
- Simsek, Z., Lubatkin, M.H., & Floyd, S.W. 2003. Interfirm networks and entrepreneurial behavior: A structural embeddedness perspective. *Journal of Management*, 3: 427-442.
- Simsek, Z. & Veiga, J.F. 2001. A primer on Internet self-administered surveys. *Organizational Research Methods Journal*, 4 (3): 218-235.
- Simsek, Z. & Veiga, J.F. 2000. The e-mail surveying technique: An assessment and integration. *Organizational Research Methods Journal*, 1(3): 92-114.

REFERRED COLLECTION CHAPTERS AND BEST PAPERS

- Simsek, Z., Veiga, J. F & Lubatkin, M. 2005. Challenges and guidelines for conducting Internet- based surveys in strategic management. *Research Methodology in Strategy and Management*, v.2 (eds. Ketchen, D.J. & Bergh, D. D.): 179-197.
- Simsek Z. 2004. CEO tenure and organizational performance: Testing A non-linear intervening model. *Academy of Management Best paper Proceedings*, Seattle.
- Simsek, Z. 2003. Toward a knowledge view of entrepreneurial initiatives and performance. *Academy of Management Best paper Proceedings*, Seattle.

PAPER SYMPOSIUM- REFERRED

- Participant. 2009. Multi-level interdisciplinary perspectives on angel investing decisions. AOM. Chicago, IL
- Chair and Organizer. 2008. Questions We Ask About the Black-Box of Upper-Echelons Research: Conceptual and Methodological Issues. AOM, California.

INVITED PRESENTATIONS

- Research seminars series. University of Valencia, May 2009
- Modeling executive influences on entrepreneurial behavior. Erasmus University, March, 2009.
- Strategic leadership and entrepreneurship. St. Gallen University, October 22, St. Gallen, Switzerland.
- Organizational ambidexterity. An upper-echelons examination. Advanica-Negocia, May 20, 2008. Paris, France.

CONFERENCE PRESENTATIONS – REFERRED

- Simsek, Z., & Prabhakar, S. 2009. Linking Corporate Entrepreneurship to Performance: The Pivotal Role of Strategic Alliance Portfolio Resources. Paper submitted to the Strategic Management Society Annual Conference, Washington, DC.
- Prabhakar, S., Simsek, Z., & Reilly, G. 2009. Alliance Portfolio Appropriateness: Origins and Implications for Firm Performance. Paper submitted to the Strategic Management Society Annual Conference, Washington, DC.

- Simsek, Z., Heavey, C., & Prabhakar, S. 2009. Upper-Echelons research: A two decade study of Threats, Tradeoffs, and Trends. Paper to be presented at the Annual Meeting of the Academy of Management (BPS division), Chicago, IL.
- Simsek, Z., Heavey, C. & Prabhakar, S. 2009. Corporate Entrepreneurship and Firm Performance. Paper to be presented at the Annual Meeting of the Academy of Management (BPS division), Chicago, IL.
- Simsek, Z. & Souder, D. 2008. The Impact of CEO Tenure on Exploitation and Exploration: A Longitudinal Modeling Strategic Management Society, Germany.
- Simsek, Z., Heavey, C., & Veiga, J.F. 2008. Does executive self-concept matter? A model and test of the contingent impact of CEO core self-evaluation on entrepreneurial orientation. Strategic Management Society, Germany.
- Simsek, Z., Heavey, C., & Veiga, J.F. 2008. Does executive self-concept matter? A model and test of the contingent impact of CEO core self-evaluation on entrepreneurial orientation. EURAM, Slovenia.
- Simsek, Z., Heavey, C. & Prabhakar, S. Upper-Echelons Research: Current Trends and Future Directions. AOM, California.
- Simsek, Z., Heavey, C., & Veiga, J.F. 2008. Does executive self-concept matter? A model and test of the contingent impact of CEO core self-evaluation on entrepreneurial orientation. AOM, California.
- Heavey, C. & Simsek, Z. October 2007. Environmental scanning and corporate entrepreneurship in small-to-medium sized enterprises: The mediating role of decision comprehensiveness. Strategic Management Society, San Diego.
- Ling, Y., Simsek, Z., Lubatkin M., & Veiga, J. October 2007. Transformational CEOs And Firm Performance: The Case In SMEs And Moderating Role Of CEOs' Positions? Strategic Management Society, San Diego.
- Dimov, D. & Simsek Z. August 2007. Exploiting exploration: The impact of exploitation knowledge on the firm's exploration performance. Academy of Management Meeting, August, Philadelphia.
- Heavey, C. & Simsek, Z. August 2007. Environmental scanning and corporate entrepreneurship in small-to-medium sized enterprises: The mediating role of decision comprehensiveness. Academy of Management Meeting, August, Philadelphia.
- Ling, Y., Simsek, Z., Lubatkin M., & Veiga, J. August 2007. The Impact of Transformational CEOs on the Performance of Small- to Medium-Sized Firms: Does Tenure or Founder Status Matter? Academy of Management Meeting, August, Philadelphia.
- Lubatkin, M., Simsek Z., Ling, Y. & Veiga, J. F. 2006. Ambidexterity and performance on Small- to Medium-Sized Firms: The Pivotal Role of TMT behavioral Integration. Strategic Management Society, November, Austria.
- Lubatkin, M., Simsek Z., Ling, Y. & Veiga, J. F. 2006. Ambidexterity and performance on Small- to Medium-Sized Firms: The Pivotal Role of TMT behavioral Integration. Academy of Management Meeting, August Atlanta.
- Ling, Y., Simsek, Z., Lubatkin M., & Veiga, J. August 2005. CEO transformational leadership and corporate entrepreneurship. Strategic Management Society, Florida.
- Ling, Y., Simsek, Z., Lubatkin M., & Veiga, J. August 2005. CEO transformational leadership and corporate entrepreneurship. Academy of Management Meeting, New Orleans.
- Simsek Z. August 2005. Knowledge Set, Strategic Initiatives and the Performance of Small and Medium-Sized Firms, Academy of Management Meeting, New Orleans
- Simsek Z. August 2004. CEO tenure and organizational performance: Testing A non-linear intervening model. Academy of Management Meeting, New Orleans.
- Simsek Z. & Baker, T. August 2004. Entrepreneurial Alertness: Toward A Multilevel Theory Academy of Management Meeting, New Orleans.
- Simsek, Z. Toward a knowledge view of entrepreneurial initiatives and performance. SMS, Baltimore. November, 2003.
- Simsek, Z. Firm-Level Entrepreneurial Behavior: Toward an Integrative Model. Presented at the Academy of Management Meeting, Seattle. August, 2003.
- Simsek, Z. Toward a knowledge view of entrepreneurial initiatives and performance. Presented at the Academy of Management Meeting, Seattle. August, 2003.
- Simsek, Z. Lubatkin, M., & Veiga, J. F. Competitive environment and the mediating role of slack. SMS, Storrs. May, 2003.

- Simsek, Z. Lubatkin, M., & Veiga, J. F. Competitive environment and entrepreneurship: The mediating role of slack. The Eastern Academy of Management, Baltimore. May, 2003.
- Simsek, Z. & Lubatkin, M. Toward a knowledge view of entrepreneurial initiatives and performance. The Eastern Academy of Management, Baltimore. May, 2003.
- Golden, T., Veiga, J. F. & Simsek, Z. Does telecommuting help work-family conflict? Toward a deeper understanding. The Eastern Academy of Management, Baltimore. May, 2003.
- Simsek, Z., Mathieu, J. & Schulz, B. Linear and Interactive Effects of Multiple Team Diversities on team Performance Trajectories. Presented at the Academy of Management Meeting, Denver. August, 2002.
- Simsek, Z. Lubatkin, M. Veiga, J. F., & Dino, R. N. Top Management Team Behavioral Integration, Size and Firm Performance. Presented at the Academy of Management Meeting, Denver. August, 2002.
- Simsek, Z. Lubatkin, M. Veiga, J. F., & Dino, R. N. Top Management Team Behavioral Integration, Size and Firm Performance. Presented at EGOS, Barcelona. July, 2002.
- Simsek, Z. Lubatkin, M. Veiga, J. F., & Dino, R. N. Top Management Team Behavioral Integration and Firm Performance. The Eastern Academy of Management, New Haven. 2002.
- Simsek, Z. Lubatkin, Floyd, S. The economic efficiency of network governance: An embeddedness perspective, Presented at the Academy of Management Meeting, Washington, D.C. August, 2001
- Simsek, Z., Veiga, J. F. Lubatkin, M., & Dino, R. N. Top management team cognitive diversity, team-member exchange, and firm performance, Presented at the Academy of Management Meeting, Washington, D.C. August, 2001.
- Simsek, Z. The economic efficiency of network governance: An embeddedness perspective, Presented at the Eastern Academy of Management, New York. August, 2001.
- Simsek, Z. Compositional demography: Beyond relational and compositional approaches, Presented at the Eastern Academy of Management, New York. August, 2001.
- Simsek, Z. & Veiga, J. F. The e-mail surveying technique: An assessment and integration. Presented at the Academy of Management Meeting, Chicago. August, 1999.
- Simsek, Z. Social Networks Perspective to Inter-Firm Link-Formation. Presented at the XIX International Sunbelt Social Network Conference, Charleston, SC. February, 1999.
- Simsek, Z. Three Organizational Perspectives on Macro Organizational Field. Presented at the VI Turkish Management and Organizational Symposium, Eskisehir, Turkey. May, 1998.

TEACHING EXPERIENCE

Ph.D. Courses

Strategic Entrepreneurship (Spring 2008)

EMBA & MBA Courses

Business Simulation (EMBA - Sabanci University, Turkey, 2005, 2006)

Venturing and Value Creation in a Simulated Marketplace (MBA - UCONN, 2005—Present)

Undergraduate Courses

Venture Consulting (2009-

Strategic Management (UCONN, 1999 - 2007)

Entrepreneurship (UCONN, 2004 - 2007)

Small Business Consulting (UCONN, 2006)

Dissertations

Committee Chair. Ciaran Heavey, Organizational ambidexterity: Toward a dynamic managerial capability (UConn 2009)

Committee Chair. Smriti Parabhakar, Strategic alliance portfolios

Committee Member. Yan Ling, "Toward an upper-echelons view of firm-level entrepreneurship" (UConn - Business School, 2004)

PROFESSIONAL ASSOCIATIONS

Academy of Management (Member)

SMS (Member)

EURAM (Member)

PROFESSIONAL TRAINING

The Power of Angel Investing, Saint Louis April 11-12, 2008.

Marketplace Business Simulation, Knoxville, Tennessee, May 2007

What the Best College Professors Do, University of Connecticut, 2007

BPS New Faculty Consortium, 2006 AOM, Atlanta

Entrepreneurship Division New Faculty Consortium, 2005 AOM, New Orleans

Valuation and Valuing Companies, NACVA, Rocky Hill, CT 2005

Advanced Social Network Analysis, 1999 AOM, Chicago.

COLLEGE SERVICE

University of Connecticut:

Merit Review Committee Chair (2009)

Director of Wolf Family Program in Entrepreneurship (2006 - 2008)

Mike Daversa Business Plan Coordinator (2004 - Present)

Entrepreneurial Center Task Force Member (2006 - Present)

IDEA Awards Committee Member (2008- Present)

Job Search committee member 2006 (Three Job searches)

The Scholarship recipients for the School-wide awards committee (2005 - Present)

Ph.D. committee member (2002 - Present)

Undergraduates initiatives committee (2006 - Present)

Global Initiatives Committee (2002 - 2006)

AOM

Entrepreneurship Research Exemplars Conference Committee Member (2009)

Ent. Research Excellence Initiative Committee member (2008)

INTERNATIONAL EXPERIENCE

Born in Turkey

Visiting scholar (St. Gallen University, Switzerland 2008)

South Africa FDIP participant (South Africa & Kenya), CIBER (2007)

Visiting scholar, Sabanci University, Turkey (2005)

Mercosur Participant (Brazil, Argentina, & Chile) CIBER (2004)

Languages: English, Turkish, Kurdish, & Portuguese (Intermediate)

COMMUNITY SERVICE

Advisory Board member of GRUPARSA, a not-for-profit support group for Rheumatoid Arthritis patients in Salvador, Bahia, Brazil (2006 - Present)

NON-ACADEMIC WORK EXPERIENCE

Gourmet Brasilis, LLC. —Co-founder & Co-owner (2006-2009)

Marketing & Sales, Gulsan Pazarlama, Istanbul, Turkey (1989 - 1991)