

“SHIFTING PERSPECTIVES: HOW CEO JOB DEMANDS SHAPE THE RELATIONSHIP BETWEEN CEO GENDER AND ACQUISITION ACTIVITY” – Zoom-Seminar University of Passau with Professor Daniel Gamache (Terry College of Business, University of Georgia) – Thursday, March 24, 2022

Dear all,

It's my great pleasure to personally invite you and your doctoral students to our **ICEBS Zoom Lecture and Paper Development Workshop** by and with

Professor Daniel Gamache

(Associate Professor at the Department of Management at Terry College of Business, University of Georgia)

on **Thursday, Mach 24, 2022, 3pm to 7.30pm (Passau time/CET)**.

The afternoon will be especially valuable for all colleagues interested in topics of strategic leadership and issues of gender and diversity among leaders, and all PhD candidates and early career scholars who are interested in publishing in top journals in the broader domain of strategic management and organization theory.

Apart from his lecture, Professor Gamache (see

<https://scholar.google.de/citations?user=56K28IIAAAJ&hl=de&oi=sra>)

will provide feedback to up to four specific papers. Please let me know as soon as possible if you're interested in such feedback (details for submission of papers below).

Daniel L. Gamache is an Associate Professor in Management at the University of Georgia's Terry College of Business. He received his Ph.D. in strategic management from Michigan State University. His research takes a behavioral approach to study executive decision making with a particular emphasis on executive characteristics, compensation, and social evaluations of the firm and its leaders. His published work includes studies on strategic implications of CEO regulatory focus, CEO relative pay standing, and executive construal levels. His work has appeared in the *Academy of Management Journal*, *Academy of Management Review*, *Strategic Management Journal*, and the *Journal of Management*.

Professor Gamache's will present an ongoing research project on **SHIFTING PERSPECTIVES: HOW CEO JOB DEMANDS SHAPE THE RELATIONSHIP BETWEEN CEO GENDER AND ACQUISITION ACTIVITY**, co-authored with Cynthia Devers, Felice Klein, and Timothy Hannigan. Here's an abstract of the paper:

There is a common assumption that female executives are more conservative decision-makers than their male colleagues. We challenge the conceptualization of a consistently conservative female executive by exploring how scrutiny moderates the relationship between CEO gender and strategic decision-making. Integrating executive job demands and gender research, we argue that due to gender bias, scrutiny will differentially influence male and female CEOs' decisions. We argue that high scrutiny will attenuate gender-based differences in decision-making and low scrutiny will increase those differences. We find strong support for our theory in the acquisition decision context. Indeed, when scrutiny is high, the difference in acquisition activity between male and female CEOs disappears, suggesting prior research paints an incomplete picture of gender in the upper echelons.

After the presentation, Professor Gamache will offer feedback to papers submitted by the participants (see below)

Please, send a note by March 17 to ilonka.weinberger@uni-passau.de to let us know if you are interested in participating in the session and whether you want your idea/paper outline to be discussed. Those of you who want to work on a paper and get selected will be notified on March 18. We will then forward your paper to Professor Gamache. Feel free to also attach a ppt file or any other kind of material you want Professor Gamache to study in preparation for your feedback.

The idea is to organize the PDW as a “masterclass” where everyone participates in the discussion of maximum four ideas/papers. As such, the discussion of your paper will be on a first come first serve basis. However, note that listening in to the PDW will certainly be worthwhile, as Professor Gamache will address issues that will almost certainly be of value to all. You are also invited to contribute feedback and ask questions.

All the best,

Andi

Freundliche Grüße

Ilonka Weinberger

Sekretariat

Lehrstuhl für Strategisches Management, Innovation und Entrepreneurship

Universität Passau

Dr.-Hans-Kapfinger-Strasse 14b

94032 Passau

Tel.: +49 (0) 851 509 2511

ilonka.weinberger@uni-passau.de

<http://www.wiwi.uni-passau.de/strategie-innovation/>

<http://youtu.be/RRuWf2ENvJs>

