

# Andre Havrylyshyn

Binghamton University School of Management  
Academic Building A  
4400 Vestal Pkwy E  
Binghamton, NY 13902  
[ahavrylyshyn@binghamton.edu](mailto:ahavrylyshyn@binghamton.edu)

## ACADEMIC POSITIONS

### *Assistant Professor of Strategic Management*

School of Management, Binghamton University, Aug 2022-

## EDUCATION

### *University of South Carolina, Darla Moore School of Business*

Ph.D. Business Administration, Management emphasis, May 2022

Dissertation: *How decision makers' career histories impact the gender diversity of the CEO successor candidate pool.* (Committee: Donald J. Schepker [Chair]; Anthony Nyberg; Patrick Wright; Sali Li)

### *University of Oxford, Saïd Business School*

Master of Business Administration (MBA), March 2017

### *University of Toronto*

Honours Bachelor of Arts [with Distinction], Political Science & Drama, June 2009

## RESEARCH INTERESTS

Strategic leadership and governance; Corporate governance; Diversity & inclusion; Gender and management; CEO Succession; Emergence; Management challenges in Eastern Europe

## TEACHING INTERESTS

Business strategy; Diversity & inclusion; International business; Research methods

## RESEARCH EXPERIENCE

### *Binghamton University, Binghamton, NY, Aug 2022-*

#### **Assistant Professor of Strategic Management**

### *University of South Carolina, Columbia, SC, Aug 2018-May 2022*

#### **Graduate Research Assistant**

- Dr. Mark Maltarich, Aug 2020- May 2022
- Dr. Paul Bliese, Aug 2019- Aug 2020
- Dr. Anthony Nyberg, Aug 2018- Aug 2019

*University of Toronto, Canada, Aug 2008-June 2009*

#### **Undergraduate Research Assistant**

- Dr. Ryan Hurl, Aug 2008- June 2009

### **RESEARCH WORK**

#### **Refereed Journal Publications**

- **Havrylyshyn, A.** 2024. The life/blood of a management scholar: What a cancer diagnosis taught me about the profession. *Journal of Management Inquiry*, 34: 336-347.
- **Havrylyshyn, A.** 2024. The role of emergence in leveraging the value of board director international experience. *Journal of Business and Management*, 29: 27-60.
- **Havrylyshyn, A., Eckardt, R., & Yakushko, N.** 2024. Management research on the war in Ukraine: Building theory and supporting practitioners. *European Management Journal*, 42: 647-652.
- **Havrylyshyn, A., Schepker, D. J., & Nyberg, A. J.** 2023. In the club? How categorization and contact impact the board gender diversity-firm performance relationship. *Journal of Business Ethics*, 184: 353-374.

#### **Other Published Works**

- Maltarich, M., & **Havrylyshyn, A.** 2023. The emergence engine: Socially mediated individual change. <https://doi.org/10.5465/AMPROC.2023.84bp>. In Sonia Taneja (Ed.), **Proceedings of the Eighty-third Annual Meeting of the Academy of Management**. Online ISSN: 2151-6561 .
- **Havrylyshyn, A., & Ward, M.** 2021. Where have you been? Realizing absorptive capacity to leverage director international experience. <https://doi.org/10.5465/AMBPP.2021.88>. In Sonia Taneja (Ed.), **Proceedings of the Eighty-first Annual Meeting of the Academy of Management**. Online ISSN: 2151-6561 .
- **Havrylyshyn, A., & Schepker, D. J.** 2020. Succeeding at CEO succession planning: Linking expertise, board attention, and planning. <https://doi.org/10.5465/AMBPP.2020.165>. In Guclu Atinc (Ed.), **Proceedings of the Eightieth Annual Meeting of the Academy of Management**. Online ISSN: 2151-6561.

#### **Works In Progress**

- **Havrylyshyn, A.** (in progress). Antecedents of the gender diversity of a firm's internal pool of CEO successor candidates. (*I<sup>ST</sup>*) *Revise-and-resubmit requested by Journal of Management Studies*.

- **Havrylyshyn, A.**, Schepker, D. J., Nyberg A. J., De Bruyn, G., & Wright, P. M. (in progress). The director expertise needed to achieve best-practice CEO succession planning activities. *(1<sup>ST</sup>) Revise-and-resubmit requested by Journal of Management Studies.*
  
- Hymer, C. B., **Havrylyshyn, A.**, Cockburn, B. S., Yakushko, N., & Thatcher, S. M. B. (in progress). The experience of diaspora individuals with family/personal ties to states experiencing war. *'Special Call' proposal accepted and full submission formally requested by journal editors at Journal of Management.*
  
- **Havrylyshyn, A.**, Eckardt, R., & Yakushko, N. (in progress). An academic review to uncover how management scholars can help development efforts in Ukraine. *(1<sup>ST</sup>) Revise-and-resubmit requested by European Management Journal.*
  
- **Havrylyshyn, A.**, & Xiao, J. J. (in progress). Board director committee assignments' influence on gender of CEO chosen. *First revision under review at Business Research Quarterly.*
  
- **Havrylyshyn, A.**, & Steinbach, A. L. (in progress). When and why firms refuse to do business with an authoritarian government. *Under review at Academy of Management Journal.*
  
- **Havrylyshyn, A.**, Hansbrough, T. K., & McFarland, L. (in progress). How individual interpretation of major events impacts citizenship behavior at work. *Finalizing manuscript for submission to Academy of Management Journal.*
  
- Bliese, P. D., **Havrylyshyn, A.**, Maltarich, M. A., & Strizver, S. (in progress). Meta-analysis to assess differing relationship across individual and group levels. *All data collected; performing analyses and drafting manuscript; targeting Journal of Management.*
  
- Xiao, J. J., & **Havrylyshyn, A.** (in progress). How attention patterns of board of directors' committees influence firm success. *All data collected; performing analyses and drafting manuscript; targeting Organization Science.*
  
- Acton, B., **Havrylyshyn, A.**, Schepker, D. J., & Wright, P. M. (in progress). An assessment of leadership congruity in public and private. *Finishing collection of data; conducting preliminary analyses and drafting of manuscript; targeting Strategic Management Journal.*
  
- **Havrylyshyn, A.**, Lyle, M. C. B., & Rossetti, C. J. (in progress). Factors that enable star newcomers to perform effectively on their new teams. *Collecting data; targeting Journal of Management.*
  
- **Havrylyshyn, A.**, Hymer, C. B., & Dunne, D. D. (in progress). Building theory on calling and leadership challenges in the Orthodox Church of the 21<sup>st</sup> Century. *Conceptualizing project and preparing plan for conducting interviews/collecting relevant qualitative research data; targeting Administrative Science Quarterly.*

- **Havrylyshyn, A.**, Liang, N., & Cragun, O. R. (in progress). Differing effects of narcissistic leaders, based on type of leadership roles, in high-pressure teams. *Conceptualizing project and preparing plan for data collection; targeting Journal of Management.*
- Yakushko, N., & **Havrylyshyn, A.** (in progress). Following the example of battle tactics in Ukraine to drive the research process in management academia. *Conceptualizing project and preparing plan for data collection (i.e. literature review as this is review/ theory project); targeting relevant 'Special Issue' Call at Journal of Management Studies.*
- Brodbeck, T., & **Havrylyshyn, A.** (in progress). An integrative conceptual review bridging legal ethics theories of war and management theories of corporate social responsibility. *Conceptualizing project and preparing plan for data collection (i.e. literature review as this is review/ theory project); targeting Human Relations.*

## CONFERENCE PRESENTATIONS

- “How interpretation of war events impacts work OCB: The relevance of social history & relationships” at the 2025 Academy of Management Annual Conference, Copenhagen, Denmark. (July 2025)
- “How academics and NGOs can work to help rebuild Ukraine’s national economy and society” at the 2025 NGO Roundtable, ‘Rebuilding Ukraine: An Interdisciplinary Perspective’, Hosted by Ukrainian Catholic University, Lviv, Ukraine. (virtual) (June 2025)
- “Assessing the appropriateness of videometrics in strategy research on firm executives” at the 2025 International Business Analytics Conference (IBAC), Hosted by SUNY-Fredonia, Fredonia, NY. (May 2025)
- “Dictators, directors, and women warriors? The antecedents of firms boycotting governments” at the 2024 Academy of Management Annual Conference, Chicago, IL. (August 2024)
- “The emergence engine: socially mediated individual change” at the 2023 Academy of Management Annual Conference, Boston, MA. (August 2023)
- “A review of aggregate versus lower-level correlations: When does correlation strength differ?” at the 2023 Academy of Management Annual Conference, Boston, MA. (August 2023)
- “Social sciences and the coming phoenix: An interdisciplinary review to inform managers rebuilding Ukrainian organizations” presented as portion of broader symposium entitled “The role of nonprofit organizations for Ukraine’s recovery” at the

2023 Integral Human Development Annual Conference, Lviv, Ukraine. (Hosted by Ukrainian Catholic University) (presented virtually) (May 2023)

□ “How decision makers’ career histories impact the gender diversity of the CEO successor candidate pool” presented as portion of broader symposium entitled “The rise of stakeholder governance and diversity, and consequences on executive and board careers” at the 2022 Academy of Management Annual Conference, Seattle, WA. (August 2022)

□ “Where have you been? Realizing absorptive capacity to leverage director international experience” at the 2021 Academy of Management Annual Conference, (Virtual) (August 2021)

□ “Succeeding at CEO succession planning: linking expertise, board attention, and planning activities” at the 2020 Academy of Management Annual Conference, (Virtual) (August 2020)

□ “The effect of pay form type on specific performance considerations” at the 2019 Academy of Management Annual Conference, Boston, MA. (August 2019)

## **AWARDS, HONORS, and SERVICE**

□ Academy of Management Annual Conference, ‘Best Reviewer,’ 2025 (for STR Division)

□ Academy of Management Annual Conference, ‘Best Paper,’ 2023 (for ‘The emergence engine: Socially mediated individual change’)

□ Academy of Management Annual Conference, ‘Best Reviewer,’ 2022 (for GDO Division)

□ Academy of Management Annual Conference, ‘Best Paper in International Corporate Governance [Finalist]’ 2021 (for IM Division) (for ‘Where have you been? Realizing absorptive capacity to leverage director international experience’)

□ Academy of Management Annual Conference, ‘Douglas Nigh Award [Finalist]’ 2021 (for IM Division) (for ‘Where have you been? Realizing absorptive capacity to leverage director international experience’)

□ Academy of Management Annual Conference, ‘Best Paper,’ 2021 (for ‘Where have you been? Realizing absorptive capacity to leverage director international experience’)

□ Academy of Management Annual Conference, ‘Best Reviewer,’ 2021 (for GDO Division)

□ Academy of Management Annual Conference, ‘Best Paper,’ 2020 (for ‘Succeeding at CEO succession planning: linking expertise, board attention, and planning activities’)

☐ Academy of Management Annual Conference, ‘Best Reviewer,’ 2020 (for GDO Division)

☐ Ad-hoc reviewer for *British Journal of Management*, *Journal of Business Ethics*, *Journal of Management Inquiry*, and *Long Range Planning*

## **OTHER ACADEMIC TEACHING EXPERIENCE**

***Ukrainian Catholic University, Lviv, Ukraine, March 2018-June 2019***

***Master’s of Nonprofit Management (Institute of Leadership & Management)***

### **Sessional Lecturer**

☐ Primary course instructor for ‘Project Management’ elective intensive (March 2018; June 2019)

## **NON-ACADEMIC WORK EXPERIENCE**

***Blueprint College Prep Programs, (hosted at Georgetown University), Washington, DC***

***Introduction to Business Course Instructor (Summer 2018)***

- ☐ Designed syllabus and instructed class for high school students preparing for college (with interest in business administration)
- ☐ Also provided individually-focused career/college counseling

***Capital City Middle School, Washington, DC***

***Math Teacher (2017-2018 school year)***

- ☐ Instructed group math classes, covering introductory algebra, geometry, and probability topics
- ☐ Also provided individually focused after-school tutoring assistance

***Kaplan Test Prep, Washington, DC***

***GMAT Prep Course Instructor (Dec 2014-Aug 2015)***

- ☐ Designed presentations and instructed group class and individual adults
- ☐ Received feedback rating of ‘Excellent’: the highest possible ranking

***Teambuy/Dealfind Inc, Toronto, Canada***

***Manager –Digital & Creative Content (Sept 2011-Aug 2014)***

- ☐ Managed creative content team for website receiving an average of 10,000+ visitors a day at Canada’s largest daily deals company
- ☐ Coordinated process from sales contact to creative team to merchant approval