

Andre Havrylyshyn

Binghamton University School of Management
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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.**, 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 mediate 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). Essay on insights learned about management scholarship as a profession, thanks to a cancer diagnosis. *Revise-and-resubmit at Journal of Management Inquiry*.
- **Havrylyshyn, A.** (in progress). Multilevel theory and the benefits of board director international experience. *Under review at Journal of World Business*.
- **Havrylyshyn, A.**, Eckardt, R., & Yakushko, N. (in progress). Essay concerning moral imperative to conduct research that helps Ukrainians in the 2020s. *Under review at Business & Society*.
- Maltarich, M. A., & **Havrylyshyn, A.** (in progress). Integrating group colleague influence considerations with management research on emergence of unit-level constructs. *Under review at Journal of Management*.

- **Havrylyshyn, A.**, Steinbach, A. L., & Chao, N. (in progress). When and why executive characteristics predict firm decisions to refuse to do business with an authoritarian government. *Finalizing manuscript for submission to Journal of Business Ethics*.
- **Havrylyshyn, A.**, Schepker, D. J., & Wright, P. M. (in progress). Antecedents of the gender diversity of a firm's internal pool of CEO successor candidates. *Finalizing manuscript for submission to Academy of Management Journal*.
- **Havrylyshyn, A.**, Schepker, D. J., Nyberg A. J., & De Bruyn, G. (in progress). The director expertise needed to achieve best-practice CEO succession planning activities. *Finalizing manuscript for submission to Leadership Quarterly*.
- Cockburn, B. S., **Havrylyshyn, A.**, Hymer, C. B., Yakushko, N., & Thatcher, S. M. B. (in progress). How colleagues can offer meaningful support to diaspora individuals with family/personal ties to states experiencing war. *Finishing data collection and commencing data analysis/ writing of manuscript; targeting Administrative Science Quarterly*.
- **Havrylyshyn, A.**, Bliese, P. D., Maltarich, M. A., & Strizver, S. (in progress). Meta-analysis to assess the phenomenon of heterology in emergence research. *Collecting data; targeting Journal of Management*.
- Eckardt, R., **Havrylyshyn, A.**, & Yakushko, N. (in progress). How can management scholars help international development efforts to rebuild Ukraine. *Developing concept and conducting literature review; targeting Human Relations*.

CONFERENCE PRESENTATIONS

- “The emergence engine: socially mediated individual change” at the 2023 Academy of Management Annual Conference, Boston, MA.
- “A review of aggregate versus lower-level correlations: When does correlation strength differ?” at the 2023 Academy of Management Annual Conference, Boston, MA.
- “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)
- “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.

- “Where have you been? Realizing absorptive capacity to leverage director international experience” at the 2021 Academy of Management Annual Conference, (Virtual).
- “Succeeding at CEO succession planning: linking expertise, board attention, and planning activities” at the 2020 Academy of Management Annual Conference, (Virtual).
- “The effect of pay form type on specific performance considerations” at the 2019 Academy of Management Annual Conference, Boston, MA.

AWARDS, HONORS, and SERVICE

- 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)

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