

## **CURRICULUM VITAE**

December, 2013

William McKinley

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### **EDUCATION**

Ph.D. (Organization Theory), Dept. of Sociology, Columbia University: 1983. Advisor: Peter M. Blau.

M.A. (Anthropology), Columbia University, 1973.

B.A. (French Literature), Columbia University, 1972.

### **CURRENT RESEARCH INTERESTS**

Organizational change; organizational restructuring and downsizing; organizational decline and innovation; entrepreneurship; the history, sociology, and philosophy of organization science.

## HONORS AND AWARDS

Rehn Professorship of Management, 2006 - .

Research Honor Roll, College of Business and Administration, Southern Illinois University at Carbondale, 2008.

Research Honor Roll, College of Business and Administration, Southern Illinois University at Carbondale, 2006.

Graduate Teaching Honor Roll, College of Business and Administration, Southern Illinois University at Carbondale, 2003.

Research Honor Roll, College of Business and Administration, Southern Illinois University at Carbondale, 2003.

Research Honor Roll, College of Business and Administration, Southern Illinois University at Carbondale, 2001.

Research Honor Roll and Researcher of the Year, College of Business and Administration, Southern Illinois University at Carbondale, 2000.

Research Honor Roll, College of Business and Administration, Southern Illinois University at Carbondale, 1999.

Sabbatical Leave Extension Award, Southern Illinois University at Carbondale, 1999.

Research Honor Roll, College of Business and Administration, Southern Illinois University at Carbondale, 1998.

Nominated for Outstanding Undergraduate Teacher Honor Roll, College of Business and Administration, Southern Illinois University at Carbondale, 1996.

Visiting Scholar Award, Seidman School of Business, Grand Valley State University, November, 1995.

Cherry-Hill Outstanding Undergraduate Teacher of the Year, College of Business and Administration, Southern Illinois University at Carbondale, 1993.

Outstanding Undergraduate Teacher Honor Roll, College of Business and Administration, Southern Illinois University at Carbondale, 1993.

Finalist for the Best Paper Award at the 1992 Western Academy of Management Meeting, Spokane, Washington.

College of Business and Administration Summer Research Grants, Southern Illinois University at Carbondale: 1991, 1992, 1993, 1994, 1995, 1998, 2000, 2001, 2002.

College of Business and Economics Summer Development Grants, Washington State University: 1986, 1987, 1988, 1989.

### ACADEMIC POSITIONS

July, 2012 – October, 2012: Guest Professor, Innovations-Inkubator, Leuphana University, Lüneburg, Germany.

August, 2012 - : Professor *ad personam* (Management), University of Zurich.

May, 2008, 2009, 2010, 2011, 2012: Lehrbeauftragter (Guest Professor), Institut für Organisation und Unternehmenstheorien (Institute for Organization and Administrative Science), University of Zurich, Zurich, Switzerland.

2006 - : Rehn Professor of Management, Department of Management, College of Business and Administration, Southern Illinois University at Carbondale.

January, 2006 – July, 2006: Lehrbeauftragter (Guest Professor), Institut für Organisation und Unternehmenstheorien (Institute for Organization and Administrative Science), University of Zurich, Zurich, Switzerland.

Summer, 2004: Visiting Professor, College of Business, Kyungpook National University, Taegu, Korea.

April, 2003 – July, 2003: Gastprofessor, Institut für betriebswirtschaftliche Forschung (Institute for Management Research), University of Zurich, Zurich, Switzerland.

2001 - : Professor of Management, Department of Management, Southern Illinois University at Carbondale.

December, 1998 - August, 1999: Visiting faculty member, Lehrstuhl für Unternehmensführung (Chair of Business Administration), University of Erlangen-Nuremberg, Nuremberg, Germany.

Summer, 1997: Visiting faculty member, Lehrstuhl für Unternehmensführung (Chair of Business Administration), University of Erlangen-Nuremberg, Nuremberg, Germany.

1990 - 2001: Associate Professor of Management, Department of Management, Southern Illinois University at Carbondale (tenure granted, 1994).

1985 - 1990: Assistant Professor of Management, Department of Management and Systems, Washington State University.

1981 - 1985: Assistant Professor of Management, Department of Management, Virginia Polytechnic Institute and State University.

1980 - 1981: Visiting Assistant Professor, Departments of Management/Labor Relations and Quantitative Business Analysis, Cleveland State University.

## **PRINCIPAL COURSES TAUGHT**

### **Doctoral Seminars**

Advances in Organization Theory; Special Topics in Organization Theory; Seminar in Strategic Management; Advanced Research Methods; Foundations of Organization Studies; Writing for Scholarly Publication.

### **MBA Courses**

Organization Theory and Design; Fundamentals of Administrative Theory; Managing Organizational Change; Managerial and Organizational Behavior; Seminar in Business Policy and Strategy.

### **Undergraduate Courses**

Organization Design and Structure; Organizational Change and Development; Business Strategy; Applied Managerial Research; Organizational Behavior; Problems in Administration; Administrative Theory and Practice.

## **PUBLICATIONS AND PAPERS**

### **Working Papers**

McKinley, W., and Wood, M. "The Post-Enactment Blues: Opportunity De-Objectification, Venture Persistence, and Venture Abandonment."

McKinley, W., Pandey, A., Quick, J. C., and Cooper, C. L. "Rational Expectations and Institutional Constraints in Downsizing."

McKinley, W., and Haack, P. "Prometheus Bound: Establishing Boundaries for the Construct of Institutional Entrepreneurship."

### **Book Manuscript in Progress**

McKinley, W. "Organization Theory: A Contemporary Intellectual History" (under contract with Oxford University Press).

## Published Articles and Scholarly Book Chapters

### *Organizational Change*

McKinley, W., Latham, S., and Braun, M. "Organizational Decline and Innovation: Turnarounds and Downward Spirals" (forthcoming, *Academy of Management Review*, January, 2014).

Wood, M., McKinley, W., and Engstrom, C. L. "Endings and Visions of New Beginnings: The Effects of Source of Unemployment and Duration of Unemployment on Entrepreneurial Intent." *Entrepreneurship Research Journal*, 3(2), 2013: 171-206.

McKinley, W., and Lin, J. C. "Executive Perceptions: Probing the Institutionalization of Organizational Downsizing." In C. L. Cooper, A. Pandey, and J. C. Quick (Eds.), *Downsizing: Is Less Still More?* Cambridge University Press, 2012: 228-257.

McKinley, W. "Organizational Contexts for Environmental Construction and Objectification Activity." *Journal of Management Studies*, 48(4), 2011: 804-828.

Zhao, J., Rust, K.G., McKinley, W., and Edwards, J. C. "Downsizing, Ideology and Contracts: A Chinese Perspective." *Chinese Management Studies*, 4(2), 2010: 119-140.

Wood, M., and McKinley, W. "The Production of Entrepreneurial Opportunity: A Constructivist Perspective." *Strategic Entrepreneurship Journal*, 4(1), 2010: 66-84.

Parker, T., and McKinley, W. "Layoff Agency: A Theoretical Framework." *Journal of Leadership and Organizational Studies*, 15(1), 2008: 46-58.

Scherer, A. G., and McKinley, W. "The Affinity Between Free Trade Theory and Postmodernism: Implications for Multinational Enterprises." In T. S. Eberle, S. Hoidn, and K. Sikavica (Eds.), *Fokus Organisation*. UVK Verlagsgesellschaft mbH, 2007: 166-187.

Scherer, A. G., and McKinley, W. "Unholy Affinity? – Free Trade Theory, Postmodernism, and the Multinational Enterprise." In M. Oesterle (Ed.), *Internationales Management im Umbruch*. Deutscher Universitäts-Verlag, 2007: 65-84.

Sronce, R., and McKinley, W. "Perceptions of Organizational Downsizing." *Journal of Leadership and Organizational Studies*, 12(4), 2006: 89-108.

Rust, K.G., McKinley, W., Moon, G., and Edwards, J.C. "Ideological Foundations of Perceived Contract Breach Associated With Downsizing: An Empirical Investigation." *Journal of Leadership and Organizational Studies*, 12(1), 2005: 37-52.

Rust, K.G., McKinley, W., and Edwards, J.C. "Perceived Breach of Contract for One's Own Layoff vs. Someone Else's Layoff: Personal Pink Slips Hurt More." *Journal of Leadership and Organizational Studies*, 11(3), 2005: 72-83.

Edwards, J.C., Rust, K.G., McKinley, W., and Moon, G. "Business Ideologies and Perceived Breach of Contract During Downsizing: The Role of the Ideology of Employee Self-Reliance." *Journal of Organizational Behavior*, 24, 2003: 1-23.

Edwards, J.C., McKinley, W., and Moon, G.: "The Enactment of Organizational Decline: The Self-Fulfilling Prophecy." *The International Journal of Organizational Analysis*, 10(1), 2002: 55-75.

Rust, K.G., & McKinley, W.: "Managerial Ideologies as Rationalizers: How Managerial Ideologies Moderate the Relationship Between Change in Profitability and Downsizing." *Journal of Behavioral and Applied Management*, 3, 2002: 108-128.

Mueller, G.C., McKinley, W., Mone, M.A., and Barker III, V.L.: "Organizational Decline – A Stimulus for Innovation?" *Business Horizons*, 76(4), 2001: 25-34.

McKinley, W., and Scherer, A.G.: "Some Unanticipated Consequences of Organizational Restructuring." *Academy of Management Review*, 25, 2000: 735-752.

McKinley, W., Zhao, J., and Rust, K.G.: "A Sociocognitive Interpretation of Organizational Downsizing." *Academy of Management Review*, 25, 2000: 227-243.

Kothen, C., McKinley, W., and Scherer, A.G.: "Alternatives to Organizational Downsizing: A German Case Study." *M@n@gement*, 2(3), 1999: 263-286.

McKinley, W.: "Organizational Restructuring as a Self-Reinforcing Process." In B.N. Kumar, M. Osterloh, and G. Schreyogg (Eds.), *Unternehmensethik und die Transformation des Wettbewerbs*. Schaffer-Poeschel Verlag, 1999: 589-604.

McKinley, W., Schick, A.G., Sun, H.L., and Tang, A.P.: "The Financial Environment of Layoffs: A Descriptive Study." *Journal of Strategic Management*, 2(1), 1999: 121-145.

McKinley, W., Mone, M.A., and Barker III, V.L.: "Some Ideological Foundations of Organizational Downsizing." *Journal of Management Inquiry*, 7, 1998: 198-212.

Mone, M.A., McKinley, W., and Barker III, V.L.: "Organizational Decline and Innovation: A Contingency Framework." *Academy of Management Review*, 23, 1998: 115-132.

McKinley, W., Ponemon, L.A., and Schick, A.G.: "Auditors' Perceptions of Client Firms: The Stigma of Decline and the Stigma of Growth." *Accounting, Organizations and Society*, 21, 1996: 193-213.

McKinley, W., Sanchez, C.M., and Schick, A.G.: "Organizational Downsizing: Constraining, Cloning, Learning." *Academy of Management Executive*, 9(3), 1995: 32-44.

McKinley, W.: "Organizational Decline and Adaptation: Theoretical Controversies." *Organization Science*, 4, 1993: 1-9.

McKinley, W.: "Decreasing Organizational Size: To Untangle or Not to Untangle?" *Academy of Management Review*, 17, 1992: 112-123.

McKinley, W.: "Complexity and Administrative Intensity: The Case of Declining Organizations." *Administrative Science Quarterly*, 32, 1987: 87-105.

McKinley, W., Cheng, J.L.C., and Schick, A.G.: "Perceptions of Resource Criticality in Times of Resource Scarcity: The Case of University Departments." *Academy of Management Journal*, 29, 1986: 623-632.

McKinley, W.: "Organizational Decline and Innovation in Manufacturing." In B. Bozeman, M. Crow, and A. Link (Eds.), *Strategic Management of Industrial R&D*. D.C. Heath and Company, 1984: 147-159.

*Sociology, Philosophy, and History of Organization Science*

McKinley, W., Wood, M., and Moon, G. "Low Heed in Organization Theory" *M@n@gement*, 14(3), 2011, 153-181.

McKinley, W. "Organizational Theory Development: Displacement of Ends?" *Organization Studies*, 31, 2010: 47-68.

McKinley, W. "Special Issues as Vertical Integration: A Rejoinder to Priem and Mowday." *Journal of Management Inquiry*, 16, 2007: 240-245.

McKinley, W. "The March of History: Juxtaposing Histories." *Organization Studies*, 28, 2007: 31-36.

McKinley, W. "Managing Knowledge in Organization Studies Through Instrumentation." *Organization*, 14, 2007: 123-146.

McKinley, W. "Construct Objectification and De-Objectification in Organization Theory." In S. Linstead and A. Linstead (Eds.), *Thinking Organization*. Routledge, 2005: 112-135.

McKinley, W.: "Postmodern Epistemology in Organization Studies: A Critical Appraisal." In E. A. Locke (Ed.), *Postmodernism and Management: Pros, Cons and the Alternative*. Elsevier Science Ltd., 2003: 203-225.

McKinley, W.: "From Subjectivity to Objectivity: A Constructivist Account of Objectivity in Organization Theory." In R. Westwood and S. Clegg (Eds.), *Debating Organization: Point/Counterpoint in Organization Studies*. Blackwell Publishing, 2003: 142-156.

McKinley, W., and Mone, M.A.: "Micro and Macro Perspectives in Organization Theory: A Tale of Incommensurability." In H. Tsoukas and C. Knudsen (Eds.), *The Oxford Handbook of Organization Theory*. Oxford University Press, 2003: 345-372.

McKinley, W., Mone, M.A., and Moon, G.: "Determinants and Development of Schools in Organization Theory." *Academy of Management Review*, 24, 1999: 634-648. Translated and reprinted as "Determinantes e Desenvolvimento de Escolas na Teoria Organizacional" in *Revista de Administracao de Empresas*, 43(3), 2003: 85-99.

McKinley, W., and Mone, M.A.: "The Re-construction of Organization Studies: Wrestling with Incommensurability." *Organization*, 5, 1998: 169-189.

McKinley, W.: "Commentary: Mitroff's Ethical Management: The Colonization of Truth." *Journal of Management Inquiry*, 7, 1998: 80-85.

McKinley, W.: "Commentary: Towards a Reconciliation of the Theory-Pluralism in Strategic Management -- Incommensurability and the Constructivist Approach of the Erlangen School." In P. Shrivastava and C. Stubbart (Eds.), *Advances in Strategic Management*, vol. 12A, 1995: 249-260.

Mone, M.A., and McKinley, W.: "The Uniqueness Value and Its Consequences for Organization Studies." *Journal of Management Inquiry*, 2, 1993: 284-296.

### *Structural Contingency Theory*

Elbannan, M., and McKinley, W. "A Theory of the Corporate Decision to Resist FASB Standards: An Organization Theory Perspective." *Accounting, Organizations and Society*, 31, 2006: 601-622.

Sanchez, C.M., and McKinley, W.: "Environmental Regulatory Influence and Product Innovation: The Contingency Effects of Organizational Characteristics." *Journal of Engineering and Technology Management*, 15, 1998: 257-278.

Sanchez, C.M., and McKinley, W.: "The Effect of Product Regulation on Business Global Competitiveness: A Contingency Approach." *Management International Review*, 35, 1995: 293-305.

Huo, Y.P., and McKinley, W.: "Nation as a Context for Strategy: The Effects of National Characteristics on Business-Level Strategies." *Management International Review*, 32, 1992: 103-113.

Cheng, J.L.C., and McKinley, W.: "Toward an Integration of Organization Research and Practice: A Contingency Study of Bureaucratic Control and Performance in Scientific Settings." *Administrative Science Quarterly*, 28, 1983: 85-100.

Blau, J.R., and McKinley, W.: "Ideas, Complexity, and Innovation." *Administrative Science Quarterly*, 24, 1979: 200-219.

Blau, P.M., Falbe, C.M., McKinley, W., and Tracy, P.K.: "Technology and Organization in Manufacturing." *Administrative Science Quarterly*, 21, 1976: 20-40. Reprinted in D. Katz, R.L. Kahn, and J.S. Adams (Eds.), *The Study of Organizations*. Jossey-Bass, 1980: 14-31; and in O. Grusky and G.A. Miller (Eds.), *The Sociology of Organizations*. Free Press, 1981: 425-450.

### **AMR Dialogue Commentaries**

McKinley, W. "The Mystery About Mysteries – A Commentary on Alvesson and Karreman." Dialogue commentary in *Academy of Management Review*, 33, 2008: 541-543.

McKinley, W., and Scherer, A. G., "Response to Farjoun." Dialogue commentary in *Academy of Management Review*, 26, 2001: 353-355.

McKinley, W.: "Prescriptions for Managers: Are There Hidden Costs?" Dialogue commentary in *Academy of Management Review*, 26, 2001: 17-18.

Mone, M.A., McKinley, W., and Barker III, V.L.: "More On Organizational Decline and Innovation: Are Small Entrepreneurial Firms a Special Case? A Response to Cahill," Dialogue commentary in *Academy of Management Review*, 23, 1998: 388-389.

McKinley, W.: "What's Hot and What's Not," Dialogue commentary in *Academy of Management Review*, 21, 1996: 614-616.

### **Book Reviews**

McKinley, W.: Book review of R.E. Hoskisson and M.A. Hitt, *Downscoping: How to Tame the Diversified Firm*. In *Administrative Science Quarterly*, 42, 1997: 191-195.

McKinley, W.: Book review of P.L. Stewart and M.G. Cantor (Eds.), *Varieties of Work*. In *Work and Occupations: An International Sociological Journal*, 12, 1985: 375-378.

### **Monographs and Technical Reports**

McKinley, W.: *End-State Formalization and Administrative Intensity in Manufacturing*. Ann Arbor: University Microfilms International, 1983.

Falbe, C.M., and McKinley, W.: "Study of Manufacturing Concerns." Report to NSF and participating plants on the Comparative Organization Research Program's Study of New Jersey Manufacturing. Columbia University, 1975.

## Refereed Conference Proceedings

Rust, K.G., Edwards, J.C., McKinley, W., and Moon, G.: "Ideological Foundations of Perceived Contract Breach Associated with Downsizing: An Empirical Investigation." *Midwest Academy of Management Proceedings*, 2003.

Zhao, J., Rust, K.G., and McKinley, W.: "A Sociocognitive Interpretation of Organizational Downsizing: Toward a Paradigm Shift." *Proceedings of the 23rd Annual Conference of the European International Business Academy*, 1997: 1013-1039.

McKinley, W., Mone, M.A., and Barker III, V.L.: "The Protestant Ethic, the Postmodern Ethic, and the Ideological Spirit of Downsizing." *Proceedings of the EIASM Conference on Organizing in a Multi-Voiced World* (Vol. 2), 1997.

Sanchez, C.M., and McKinley, W.: "Regulatory Influence and Product Innovation: The Contingency Effects of Organizational Characteristics." *Proceedings of the Midwest Academy of Management*, 1995.

Sanchez, C.M., and McKinley, W.: "The Effect of Social Regulation on Business Global Competitiveness: A Contingency Approach." *Proceedings of the Fifth Annual Meeting of the International Association for Business and Society*, 1994: 190-195.

McKinley, W., Schick, A.G., and Ponemon, L.A.: "Auditors' Perceptions of Client Firms: The Stigma of Decline and the Stigma of Growth." *Frontiers of Behavioral Research: Collected Papers*, 1994.

Mone, M.A., and McKinley, W.: "The Uniqueness Value and its Consequences for Organization Studies." *Proceedings of the First International Conference on Global Business Environment and Strategy*, 1993: 9-16.

McKinley, W., and Munroe, C.A.: "Organizational Downsizing: An Institutional Perspective." *Decision Sciences Institute Proceedings* (Vol. 1), 1992: 385-387.

McKinley, W., Munroe, C.A., Larson, L.L., Melcher, A.J., and Chaudhuri, S.: "Establishing Global Advantage: Organizational Characteristics That Enhance Global Competitiveness in Business Firms." *Proceedings of the Fourth Cooperative Joint Conference of SIUC and NCKU*, 1992: 187-192.

Huo, Y.P., and McKinley, W.: "Nation as a Context for Strategy: The Effects of National Characteristics on Business-Level Strategies." *Proceedings of the Third International Conference on Comparative Management*, 1990: 247-253.

Mone, M.A., and McKinley, W.: "The Growth of Decline: Research Streams in the Current Literature on Organizational Decline." *Decision Sciences Institute Proceedings* (Vol. 2), 1988: 867-869.

McKinley, W.: "The Role of Decline as a Decoupler of Context-Structure Linkages: The Case of Administrative Intensity." *American Institute for Decision Sciences Proceedings*, 1984: 371-373.

### **Refereed Conference Presentations**

McKinley, W. "Skepticism and Evangelism in the Intellectual Landscape of Management Studies." Paper presented at the annual meeting of the Academy of Management, Orlando, Florida, August, 2013.

McKinley, W., and Haack, P. "Prometheus Bound: Establishing Boundaries for the Construct of Institutional Entrepreneurship." Paper presented at the OMT/EGOS paper development workshop on "Organizing Practices" University of Technology, Sydney, April, 2013.

Wood, M., Engstrom, C., and McKinley, W. "Endings and Visions of New Beginnings: Does Being Laid Off Increase Entrepreneurial Intent?" Paper presented at the annual meeting of the Academy of Management, San Antonio, August, 2011.

Lin, J., McKinley, W., and Huo, Y. P. "Layoff Characteristics and Layoff Agents' Cognitions: Evidence from Two Experimental Trials." Paper presented at the annual meeting of the Academy of Management, Montreal, August, 2010.

Wood, M., McKinley, W., and Nasco, S. "Are You Talking to Me? Population Rates as Signals of Entrepreneurial Opportunities." Paper presented at the annual Babson College Entrepreneurship Research Conference (BCERC), Lausanne, June, 2010, and the First Annual Innovation Conference, Daegu, Korea, November, 2010.

Lin, J., and McKinley, W. "Layoff Characteristics and Layoff Agents' Cognitions: An Experimental Study." Paper presented at the annual meeting of the Academy of Management, Chicago, August, 2009.

Wood, M., and McKinley, W. "The Production of Entrepreneurial Opportunity: A Constructivist Perspective." Paper presented at the Association Internationale de Management Strategique (AIMS) conference, Grenoble, June, 2009, and at the Babson College Entrepreneurship Research Conference (BCERC), June, 2009.

Wood, M., and McKinley, W. "Low Heed in Organization Theory." Paper presented at the annual meeting of the Midwest Academy of Management, St. Louis, October, 2008.

McKinley, W., and Parker, T. "Layoff Agency: A Theoretical Framework." Paper presented at the annual meeting of the Academy of Management, Philadelphia, August, 2007.

McKinley, W. "The Intellectual History of Organization Theory, 1960-2000." Paper presented at the annual meeting of the Academy of Management, Philadelphia, August, 2007.

McKinley, W. "Organizational Theory Development: Displacement of Ends?" Paper presented at the Third *Organization Studies* Summer Workshop on "Organization Studies as Applied Science: The Generation and Use of Academic Knowledge About Organizations" Crete, Greece, June 7-9, 2007.

Scherer, A.G., and McKinley, W. "Globalization Critics vs. Postmodernized Free Trade Theory: Implications for Multinational Enterprises." Paper presented at the KIM 2006 Workshop ("Kommission Internationales Management"), Bremen (Germany), Feb. 17-18, 2006; and at the annual meeting of the Academy of Management, Philadelphia, August, 2007.

Scherer, A.G., and McKinley, W. "Unholy Affinity? Free Trade Theory, Postmodernism, and the Multinational Enterprise." Paper presented at the national meeting of the Academy of Management, Honolulu, August 2005.

McKinley, W. "Knowledge Management in Organization Studies Through Instrumentation." Paper presented at the 21<sup>st</sup> annual EGOS colloquium, Berlin, July 2005.

McKinley, W. "Downsizing Research in Carbondale: An Overview." Presentation in a University Showcase Session, Midwest Academy of Management conference, Minneapolis, April, 2004.

McKinley, W. "Organizations as Generators of Environments." Paper presented at the European Group for Organization Studies conference, Copenhagen, Denmark, July, 2003.

Sronce, R., and McKinley, W. "Perceptions of Organizational Downsizing." Paper presented at the annual conference of the Association of German-Speaking Business Economists, University of Zurich, Zurich, Switzerland, June, 2003.

Rust, K.G., Edwards, J.C., McKinley, W., and Moon, G.: "Ideological Foundations of Perceived Contract Breach Associated with Downsizing: An Empirical Investigation." Paper presented at the Midwest Academy of Management conference, St. Louis, April, 2003.

McKinley, W., and Mone, M.A. "Foresight as Enactment: Organizations as Producers of Environments." Paper presented at the University of Strathclyde conference on "Probing the Future: Developing Organizational Foresight in the Knowledge Economy," Glasgow, UK, July, 2002.

McKinley, W.: "The Case of the Disappearing Organizational Phenomenon." Invited presentation at the annual meeting of the Midwest Academy of Management, Indianapolis, IN, April, 2002.

McKinley, W.: "A Brace of Ideologies." Two poems presented at the annual meeting of the Academy of Management, Washington, DC, August, 2001.

McKinley, W.: "A Theory of Construct Objectification in Organization Science." Paper presented at the European Group for Organization Studies conference, Lyon, France, July, 2001.

McKinley, W.: "It's a New Time." Poem presented at the annual meeting of the Academy of Management, Toronto, August, 2000.

Rust, K.G., and McKinley, W.: "Managerial Ideologies as Rationalizers: The Moderating Effects of Managerial Ideologies on the Relationship Between Profitability and Downsizing." Paper presented at the annual meeting of the Academy of Management, Toronto, August, 2000.

McKinley, W., and Scherer, A.G.: "Explaining Organizational Restructuring: The Role of Cognitions and Environments." Paper presented at the Workshop der Kommission "Organisation," Institut für betriebswirtschaftliche Forschung, University of Zurich, February, 1999.

Edwards, J.C., McKinley, W., Moon, G., and Schick, A.G.: "Between Scylla and Charybdis: The Roles of the Self-Fulfilling Prophecy and Escalating Commitment in Organizational Decline." Paper presented at the 58th Annual Meeting of the Academy of Management, San Diego, CA, August, 1998.

McKinley, W., Zhao, J., and Rust, K.G.: "A Sociocognitive Interpretation of Organizational Downsizing." Paper presented at the 4th Interdisciplinary Students of Organizations Conference, Chicago, IL, October, 1996; the 23rd annual European International Business Academy Conference, Stuttgart, Germany, December, 1997; and the Korean Strategic Management Society Conference, Seoul, Korea, April, 1998.

McKinley, W.: "The Protestant Ethic, the Postmodern Ethic, and the Spirit of Downsizing." Paper presented at the 55th Annual Meeting of the Academy of Management, Vancouver, BC, 1995; and the 1997 EIASM conference on "Organizing in a Multi-Voiced World," Leuven, Belgium.

McKinley, W., and Mone, M.A.: "The Re-Construction of Organization Studies: Wrestling with Incommensurability." Paper presented at the 56th Annual Meeting of the Academy of Management, Cincinnati, OH, 1996.

Sanchez, C.M., and McKinley, W.: "Regulatory Influence and Product Innovation: The Contingency Effects of Organizational Characteristics." Paper presented at the International Conference on Environment, Energy, and Society, Carbondale, IL, 1994; and the Midwest Academy of Management, St. Louis, MO, 1995.

McKinley, W., Mone, M.A., Sanchez, C.M., and Moon, G.: "The Schooling of Organization Theory: The First Day of School." Paper presented at the 54th Annual Meeting of the Academy of Management, Dallas, 1994. Abstract appears in *Academy of Management Proceedings*, 1994.

Sanchez, C.M., and McKinley, W.: "The Effect of Social Regulation on Business Global Competitiveness: A Contingency Approach." Paper presented at the 5th Annual Meeting of the International Association for Business and Society, Hilton Head, SC, 1994.

McKinley, W., Schick, A.G., and Ponemon, L.A.: "Auditors' Perceptions of Client Firms: The Stigma of Decline and the Stigma of Growth." Paper presented at the research conference of the Accounting, Behavior and Organizations Section, American Accounting Association, San Antonio, TX, 1994.

McKinley, W., Mone, M.A., and Nelson, R.: "Organizational Decline and Adaptation: A Reconciliation." Paper presented at the 13th Annual Meeting of the Strategic Management Society, Chicago, 1993.

McKinley, W., and Munroe, C.A.: "Organizational Downsizing: An Institutional Perspective." Paper presented at the Annual Meeting of the Decision Sciences Institute, San Francisco, 1992.

McKinley, W., and Mone, M.A.: "The Uniqueness Value and its Consequences for Organization Studies." Paper presented at the Western Academy of Management Meeting, Spokane, WA, 1992.

McKinley, W., Munroe, C.A., Larson, L.L., Melcher, A.J., and Chaudhuri, S.: "Establishing Global Advantage: Organizational Characteristics That Enhance Global Competitiveness in Business Firms." Paper presented at the Fourth Cooperative Joint Conference of SIUC and NCKU, Carbondale, IL, 1991.

Huo, Y.P., and McKinley, W.: "Nation as a Context for Strategy: The Effects of National Characteristics on Business-Level Strategies." Paper presented at the Third International Conference on Comparative Management, Kaohsiung, Taiwan, 1990.

Mone, M.A., and McKinley, W.: "The Growth of Decline: Research Streams in the Current Literature on Organizational Decline." Paper presented at the Annual Meeting of the Decision Sciences Institute, Las Vegas, 1988.

McKinley, W., Collins, P.D., and Hull, F.: "Innovative Responses to Organizational Decline: Strategic Implications." Paper presented at the 7th Annual Meeting of the Strategic Management Society, Boston, 1987.

McKinley, W.: "Weber as a Transaction Costs Scholar: Insights from the Economic Theory." Paper presented at the 46th Annual Meeting of the Academy of Management, Chicago, 1986.

McKinley, W.: "The Role of Decline as a Decoupler of Context-Structure Linkages: The Case of Administrative Intensity." Paper presented at the Annual Meeting of the American Institute for Decision Sciences, Toronto, 1984.

McKinley, W.: "Organizational Decline and Innovation in Manufacturing." Paper presented at the 43rd Annual Meeting of the Academy of Management, Dallas, 1983. Abstract appears in *Academy of Management Proceedings*, 1983.

McKinley, W.: "Relative Task Uniformity and Organizational Growth." Paper presented at the Annual Meeting of the American Institute for Decision Sciences, San Francisco, 1982. Abstract appears in *American Institute for Decision Sciences Proceedings*, 1982.

Cheng, J.L.C., and McKinley, W.: "National Science Policy and Research Productivity: A Contingency Analysis." Paper presented at the Albany Conference on Organization Theory and Public Policy, Albany, NY, 1982.

Blau, J.R., and McKinley, W.: "The Role of Ideas in Professional Organizations." Paper presented at the 9th meeting of the International Sociological Association, Uppsala, Sweden, 1978.

McKinley, W., and Falbe, C.M.: "Economies of Scale in Administration: A Dependency-Free Test." Paper presented at the 71st Annual Meeting of the American Sociological Association, New York, 1976. Abstract appears in *American Sociological Association Annual Proceedings*, 1976.

### **Invited Presentations**

McKinley, W., and Wood, M. "The Post-Enactment Blues: Understanding Opportunity De-Objectification." Paper presented at the HUI Seminar, Solothurn, Switzerland, April, 2013.

McKinley, W., and Wood, M. "The Post-Enactment Blues: Opportunity De-Objectification, Venture Persistence, and Venture Abandonment." Presented at the Seminaire Transversal at the Centre d'Etudes et de Recherches Appliques a la Gestion (GERAG), Grenoble, France, April, 2012.

McKinley, W., Pandey, A., Quick, J. C., and Cooper G. L. "Beyond Rational Actor Models: Cognitive, Ideological, and Institutional Perspectives on Downsizing." Presented at the University of Saarland, Saarbrucken, Germany, May, 2012.

McKinley, W., and Wood, M. "The Post-Enactment Blues: Understanding Opportunity De-Objectification." Presented at the inauguration of the Entrepreneurship Research Center, Leuphana University, Luneburg, Germany, September, 2012.

### **DISSERTATIONS CHAIRED**

"The Influence of Angel Investor Characteristics on Venture Capitalist Decision Making." Will Drover (Ph.D., Southern Illinois University at Carbondale, 2013).

"Population-Level Conditions as Signals of Entrepreneurial Opportunities: A Cognitive Synthesis of the Entrepreneurial Traits and Population Rates Perspectives." Matthew Wood (Ph.D., Southern Illinois University at Carbondale, 2009).

"Layoff Characteristics and Layoff Agents' Cognitions: An Experimental Study." Jasmin Lin (Ph.D., Southern Illinois University at Carbondale, 2009).

"Top Management Team Heterogeneities and Firm Performance: The Moderating Role of Board Composition." Arifin Angriawan (Ph.D., Southern Illinois University at Carbondale, 2009).

"The Effect of Top Management Team Demographic Composition and CEO Power on Corporate Turnaround Performance Under Environmental Stability and Turbulence." Michael Abebe (Ph.D., Southern Illinois University at Carbondale, 2008).

"The Threat of Downsizing and Its Ideological Consequences." Porngrarm Saengratwatchara (Ph.D., Southern Illinois University at Carbondale, 2005).

"The Effect of Layoff Agency on Perceptions of Downsizing." Robin Sronce (Ph.D., Southern Illinois University at Carbondale, 2003).

"Layoffs and Perceived Breach of Contract: An Empirical Study on the Moderating Effect of the Ideology of Employee Self-Reliance." John C. Edwards (Ph.D., Southern Illinois University at Carbondale, 2000).

"Economic and Social Forces: A Study Investigating Downsizing in the U.S. Investor-Owned Electric Utilities Industry, 1992-1995," Kathleen G. Rust (DBA, Southern Illinois University at Carbondale, 1998).

"Rate of Recovery: Effects of Organizational and Industrial Variables on the Rate of Recovery in Turnarounds," Gyewan Moon (DBA, Southern Illinois University at Carbondale, 1996).

"Environmental Regulatory Impact and Firm-Level Innovation: A Study of Electric Utilities' Responses to the Clean Air Act Amendments of 1990," Carol M. Sanchez (DBA, Southern Illinois University at Carbondale, 1995).

"The Horizontal Distribution of Female Managers Within Organizations," Dana Stover (Ph.D., Washington State University, 1991).

## **PROFESSIONAL SERVICE AND ACTIVITIES**

### **Editorial Board Experience and Reviewing Activity**

Editorial Advisory Board, *Journal of Management Studies*, 2008 - .

Senior Editor, *Organization Studies*, 2006 - .

Editorial Board, *Organization Studies*, 2003-2006.

Editorial Board, *Academy of Management Review*, 1988-1993.

Guest Editor, special issue of *Organization Science* on "Organizational Decline and Adaptation: Theoretical Controversies" (Vol. 4, no. 1, February 1993).

Ad-hoc reviewer for *Administrative Science Quarterly*, *Academy of Management Journal*, *Academy of Management Review*, *Human Relations*, *Management International Review*, *Organization Science*, *Organization Studies*, *Journal of Management Studies*, *Journal of Management Inquiry*, *Journal of Engineering and Technology Management*, *Social Problems*, 1984-2013.

Member of *Academy of Management Review* Best Paper Award Committee for 1988.

Reviewer for submissions to the Organization and Management Theory Division, Academy of Management National Meeting, 1983, 1984, 1985, 1986, 1987, 2011.

Reviewer for submissions to the Public Sector Division, Academy of Management National Meeting, 1986.

Proposal reviewer, National Science Foundation, 1983-1986.

### **Other Professional Service**

Discussant, symposium on "Networking Knowledge: Perspectives of Learning in Organizational Settings," Academy of Management National Meeting, Denver, 2002.

Organized symposium on "Organizational Downsizing in the 1990s: Ideological and Rhetorical Foundations" for Academy of Management National Meeting, Vancouver, BC, 1995.

Organized symposium on "Max Weber: The First Management Scholar?" for Academy of Management National Meeting, Chicago, 1986.

Membership and Liason Committee, Technology and Innovation Management Division, Academy of Management, 1988-1989.

Discussant, session on "Improving Service Quality for Global Competitiveness," Conference on U.S. Competitiveness in the Global Marketplace, Memphis, 1991.

Discussant, session on "Current Issues in the Study of Not-for-Profit Organizations," Public Sector Division, Academy of Management National Meeting, New Orleans, 1987.

Discussant, session on "Organizational Behavior II," Northeast American Institute for Decision Sciences Meeting, New York, 1985.

Discussant, session on "Conceptual Issues in the Study of Organizations," American Institute for Decision Sciences National Meeting, Toronto, 1984.

Discussant, session on "Rule-Making and Strategy in Public Bureaucracy," Public Sector Division, Academy of Management National Meeting, Boston, 1984.

Discussant, session on "Performance Appraisals/Evaluation," American Institute for Decision Sciences National Meeting, San Francisco, 1982.

### **PROFESSIONAL AFFILIATIONS**

Academy of Management (Organization and Management Theory Division, Managerial and Organizational Cognition Division); European Group for Organization Studies.

### **UNIVERSITY AND DEPARTMENT SERVICE**

Ten doctoral committee memberships (not including dissertation chairships), Southern Illinois University at Carbondale, 1992-2005.

Member, Faculty Intellectual Development Committee, College of Business and Administration, Southern Illinois University at Carbondale, 2000-2003.

Advisor, Society for the Advancement of Management, Southern Illinois University at Carbondale, 1997-2001.

Member, Internal Review Team for the Food and Nutrition Program, Southern Illinois University at Carbondale, 1996-1997.

Member, Undergraduate Curriculum Committee, Department of Management, Southern Illinois University at Carbondale, 1996-1997.

Member, Research Development and Administration Review Committee for Business, Education, and the Social Sciences, Southern Illinois University at Carbondale, 1995.

Member, Management Department Steering Committee, Southern Illinois University at Carbondale, 1993-1995.

Member, Research and Grant Development Committee, College of Business and Administration, Southern Illinois University at Carbondale, 1991-1992, 1995.

Coordinator, Management Department Research Seminar, Southern Illinois University at Carbondale, 1991-1993.

Member of MBA Curriculum Committee, Department of Management, Southern Illinois University at Carbondale, 1990-1991.

Chair of Doctoral Admissions Committee, Department of Management and Systems, Washington State University, 1987-1988.

Coordinator, Faculty Research Seminar, Department of Management and Systems, Washington State University, 1985-1986.

## **REFERENCES**

Available on request.