

TREY SUTTON

Assistant Professor
Robins School of Business
Department of Management
University of Richmond

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ACADEMIC POSITIONS HELD

University of Richmond, Robins School of Business
Assistant Professor of Management (2015 - present)

Florida State University, College of Business
Graduate Research and Teaching Assistant (2011 - 2015)

EDUCATION

PhD *Strategic Management*, Florida State University (2015)
MBA *M.B.A.*, University of Georgia (2004)
BBA *Finance*, Georgia Southern University (2000)

RESEARCH INTERESTS

Non-market Strategy, Power and Resource Dependence, Stakeholder Theory

JOURNAL PUBLICATIONS

DeGhetto, K, **Sutton, T**, & Zorn, M. (authors contributed equally) 2018. Institutional drivers of born-public ventures. *Journal of Entrepreneurship and Public Policy*.7(1): 13-33.

Holmes, R. M., Zahra, S. A., Hoskisson, R. E., DeGhetto, K., & **Sutton, T**. 2016. Two-way streets: The role of institutions and technology policy in firms' corporate entrepreneurship and political-strategies. *Academy of Management Perspectives*, 30(3): 247-242.

Holmes, R. M., Li, H., Hitt, M. A., DeGhetto, K. R., & **Sutton, T**. 2016. The effects of location and MNC attributes on MNCs' establishment of foreign R&D centers: Evidence from China. *Long Range Planning*, 49(5): 594-613.

Sutton, T., Short, J. C., McKenny, A. F., & Namatovu, R. 2015. Institutional factors affecting expansion within the East African Community: An analysis of managers' personal stories. *Africa Journal of Management*, 1(4): 365-383.

BOOK CHAPTERS (NON-REFEREED)

Bosse, D. A., & **Sutton, T.** Forthcoming. The stakeholder perspective in strategic management. *The Cambridge Handbook of Stakeholder Theory*. (Eds. J. B. Barney, R. E. Freeman, J. S. Harrison, R. A. Phillips). Cambridge University Press.

DeGhetto, K. R., **Sutton, T.**, Holcomb, T. R., & Holmes, R.M. 2015. It's who you know and what you do: How SMEs from emerging economies capitalize on founder ties to create bargaining power with foreign multinational alliance partners. In T. K. Das (Ed.), *Research in Strategic Alliances* (pp. 121–155). Charlotte, NC: Information Age Publishing.

REFEREED PROCEEDINGS

Sutton, T., & Holcomb, T. R. 2013. Legitimate to whom? Legitimacy judgment asymmetries as institutional entrepreneurship opportunities. *Frontiers of Entrepreneurship Research*, 33(10).

Sutton, T., & Holcomb, T. R. 2013. Asymmetrical institutional conflict and discourse-based institutional entrepreneurship. *Academy of Management Proceedings*.

PAPERS UNDER REVIEW AND REVISIONS IN PROGRESS

Sutton, T., Lamont, B. T., Holmes, R. M., & Devine, R. Resource dependence, uncertainty, and the allocation of corporate political activity across multiple jurisdictions. Preparing second revision for third-round review at the *Academy of Management Journal*.

Ellen, B. P., Mattson, T., & **Sutton, T** (authors contributed equally, listed alphabetically). Revisiting the strategic core theory of teams: Task interdependence and resource skills gaps as boundary conditions. Preparing first revision for second-round review at *Human Resource Management*.

REFEREED CONFERENCE PRESENTATIONS

Sutton, T., Lamont, B. T., & Holmes, R. M. 2017. Dependency threats and opportunities: The selective use of corporate political contributions. Presented at the *Southern Management Association*. St. Pete Beach, FL.

- Ellen, B. P., Sutton, T., & Mattson, T. 2017. Revisiting the strategic core theory of teams: Theory and evidence for boundary conditions. Presented at the *Southern Management Association*. St. Pete Beach, FL.
- Holmes, R. M., Holcomb, T. R., Sutton, T., & DeGhetto, K.R. 2016. How do entrepreneurs process information about expected returns? The impact of outcome magnitude, time, and intuitive decision making on opportunity exploitation. *Presented at the Academy of Management Annual Conference*. Anaheim, CA.
- Sutton, T., Short, J. C., McKenny, A. F., & Namatovu, R. 2016. Institutional factors affecting expansion within the East African Community: An analysis of managers' personal stories. Accepted for presentation at the *African Academy of Management Conference*. Nairobi, Kenya.
- Sutton, T. & Lamont, B. T. 2014. Dependence threat activation and corporate political activity. Presented at the *Strategic Management Society Annual Conference*. Madrid, SP.
- Ellen, B. P. & Sutton, T. 2014. Revisiting strategic core theory of teams: Implications of greater interdependence. Presented at the *Society for Industrial & Organizational Psychology*. Honolulu, HI.
- Sutton, T. 2013. Firm response to environmental activism: The contingent nature of secondary stakeholder salience. Presented at the *Strategic Management Society Annual Conference*. Atlanta, GA.
* **Winner of Best PhD Paper Award**
- Holmes, R. M., & Sutton, T. 2013. The effects of loss aversion, risk-taking propensity, and outcome timing on entrepreneurs' opportunity exploitation decisions. Presented at the *Strategic Management Society Conference*. Atlanta, GA.
* Nominated for Best Conference Paper Award.
- Holmes, R. M., Li, H., Hitt, M. A., DeGhetto, K. R., & Sutton, T. 2013. The effects of China's location advantages and location disadvantages on MNCs' establishment of China R&D centers. Presented at the *Southern Management Association Annual Conference*. New Orleans, LA.
- Sutton, T., & Holcomb, T. R. 2013. Asymmetrical institutional conflict and discourse-based institutional entrepreneurship. Presented at the *Academy of Management Annual Meeting*. Lake Buena Vista, FL.
- Sutton, T., & Holcomb, T.R. 2013. Legitimate to whom? Legitimacy judgment asymmetries as institutional entrepreneurship opportunities. Presented at the *Babson College Entrepreneurship Research Conference*. Écully, France.

DeGhetto, K.R., & **Sutton, T.** 2012. Government spending in a changing economy: Effects on entrepreneurial allocation. Presented at the *Strategic Management Society Conference*. Prague, CZ.

RESEARCH IN PROGRESS

Sutton, T. & Bosse, D. Reciprocity failure. Preparing manuscript for submission to the *Academy of Management Review*.

Sutton, T., Lamont, B. T. & York, J. G. A theory of firm response to secondary stakeholders: Explaining primary and secondary stakeholder interaction. Gathering additional data.

Holmes, R. M., Holcomb, T. R., **Sutton, T.**, & DeGhetto, K.R. How do entrepreneurs process information about expected returns? The impact of outcome magnitude, time, and intuitive decision making on opportunity exploitation. Gathering additional data.

SERVICE AND REVIEWING ACTIVITIES

Profession

Editorial Review Board, *Africa Journal of Management*. 2017-present.

Session Chair, 2017, Annual Meeting of the Southern Management Association, St Pete Beach, FL.

Ad Hoc Reviewer, *Africa Journal of Management*. 2016

Ad Hoc Reviewer, *Academy of Management Review*. 2014

BPS Communications Team, BPS Website Administrator, 2014-2015

Reviewer, Annual Meeting of the Academy of Management: 2016, 2015, 2014, 2013

Reviewer, Annual Meeting of the Southern Management Association: 2012, 2014, 2017

University

Student Co-curricular Academic Initiatives Committee Member, 2017-2018. University of Richmond.

Sustainability in the Curriculum Faculty Learning Community, 2018-2019.

Bonner Center for Civic Engagement Advisory Council, 2018-2019.

School

Executive Education Advisory Committee. 2018-2019. Robins School of Business, University of Richmond.

MBA Capstone Advisor (Doug Quarles), 2018-2019. Robins School of Business, University of Richmond.

MBA Capstone Advisor (Amy Kvien), 2018. Robins School of Business, University of Richmond.

Summer Business Institute Instructor, May 2018. Robins School of Business, University of Richmond.

Research Lunch Presenter, February 2018. Robins School of Business, University of Richmond.

Summer Business Institute Instructor, May 2017. Robins School of Business, University of Richmond.

Executive Education Advisory Committee, 2016/17. Robins School of Business, University of Richmond.

Department

Faculty Search Committee, 2017/18. Management Department, Robins School of Business, University of Richmond.

Faculty Search Committee, 2016/17. Management Department, Robins School of Business, University of Richmond.

PROFESSIONAL AFFILIATIONS

Academy of Management
Southern Management Association
Strategic Management Society

HONORS, AWARDS, AND CONSORTIA,

Outstanding Reviewer, Africa Journal of Management, 2018.

Outstanding Reviewer, Africa Journal of Management, 2017.

Junior Faculty and Doctoral Consortium, 2014. Strategy, Ethics, and Entrepreneurship (SEE) Conference.

Strategic Management Society Annual Meeting Best PhD Paper, 2013.

Organizations and the Natural Environment (ONE) Doctoral Consortium, 2013, Academy of Management Annual Meeting, Lake Buena Vista, FL.

Early Stage Doctoral Student Consortium, 2012, Annual Meeting of the Southern Management Association, Fort Lauderdale, FL.

Dean's Fellowship, 2011-2012

TEACHING EXPERIENCE

Strategic Management, University of Richmond, Spring 2018 (Two sections)
Evaluation (Instructor's Overall Teaching Ability): 4.83, 4.65 out of 5.00

Environmental Management, University of Richmond, Fall 2017 (One section)
Evaluation (Instructor's Overall Teaching Ability): 4.86 out of 5.00

Strategic Management, University of Richmond, Fall 2017 (Two sections)
Evaluation (Instructor's Overall Teaching Ability): 5.00, 5.00 out of 5.00

Strategic Management, University of Richmond, Spring 2017 (Three sections)
Evaluation (Instructor's Overall Teaching Ability): 4.56, 4.67, 4.82 out of 5.00

Strategic Management, University of Richmond, Fall 2016 (Two sections)
Evaluation (Instructor's Overall Teaching Ability): 4.79, 4.77 out of 5.00

Strategic Management, University of Richmond, Spring 2016 (Three sections)
Evaluation (Instructor's Overall Teaching Ability): 4.60, 4.58, 4.71 out of 5.00

Strategic Management, University of Richmond, Fall 2015 (Two sections)
Evaluation (Instructor's Overall Teaching Ability): 4.83, 4.63 out of 5.00

Competitive Dynamics, Management, Florida State University, Summer 2014
Evaluation: 4.76 out of 5.00.

Strategic Management, Management, Florida State University, Summer 2013
Evaluation: 4.90 out of 5.00.

Strategic Management, Management, Florida State University, Summer 2012
Evaluation: 4.97 out of 5.00

INDUSTRY EXPERIENCE

Protiviti Consulting, Senior Consultant, Manager, Senior Manager, 2004 – 2011.

Wells Fargo, Manager, 2000 - 2003