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Assistant Professor of Management
College of Business
Florida State University
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EDUCATION

Doctor of Philosophy in Business Administration **2008**
Mays Business School, Texas A&M University
College Station, TX

Areas of Study: Strategic Management, Entrepreneurship, and Research Methods

Honors: Dean's Award for Outstanding Teaching by a Doctoral Student (2008)

Dean's Award for Outstanding Research by a Doctoral Student (2006)

Mays Business School Doctoral Scholarship

Mays Business School Regents Graduate Fellowship

Bachelor of Commerce and Business Administration, *cum laude* **2000**
Culverhouse School of Commerce and Business Administration, University of Alabama
Tuscaloosa, AL

Areas of Study: Quantitative Finance and Economics

Honors: Alumni Honors Scholar

Elks National Foundation Scholar

Jack and Elizabeth Warner Scholar

PREVIOUS ACADEMIC PROFESSIONAL EXPERIENCE

Louisiana State University **Baton Rouge, LA**
Assistant Professor of Management **2008-2010**

Texas A&M University **College Station, TX**
Graduate Student Instructor **2005-2008**

Research Assistant **2003-2008**

RESEARCH INTERESTS

- Opportunity evaluation; Initial public offerings; Behavioral decision theory; Resource-based theory

JOURNAL PUBLICATIONS (REFEREED)

Holmes, R.M., Bromiley, P., Devers, C.E., Holcomb, T.R., & McGuire, J.B. in press. Prospect theory research in management: A review, critique, and research agenda. *Journal of Management*.

Holmes, R.M., Hitt, M.A., Miller, T., & Salmador, M.P. in press. The interrelationships among informal institutions, formal institutions, and inward foreign direct investment. *Journal of Management*.

Certo, S.T., Holcomb, T.R., & Holmes, R.M. 2009. A synthesis of IPO research in management and entrepreneurship: Moving the research agenda forward. *Journal of Management*, 35: 1340-1378.

- Holcomb, T.R., Holmes, R.M., & Connelly, B.L. 2009. Making the most of what you have: Managerial ability as a source of resource value creation. *Strategic Management Journal*, 30: 457-485.
- Holcomb, T.R., Ireland, R.D., Holmes, R.M., & Hitt, M.A. 2009. Architecture of entrepreneurial learning: Exploring the link among heuristics, knowledge, and action. *Entrepreneurship Theory and Practice*, 33: 167-192.
- Devers, C.E., Wiseman, R.M., & Holmes, R.M. 2007. The effects of endowment and loss aversion in managerial stock option valuation. *Academy of Management Journal*, 50: 191-208.
- Research abstracted in *The Wall Street Journal*, March 7, 2007, A16
- Research abstracted on washingtontimes.com, February 12, 2007

BOOK CHAPTERS AND JOURNAL PUBLICATIONS (NON-REFEREED)

- Certo, S.T., Holmes, R.M., & Holcomb, T.R. 2007. The influence of people on the performance of IPO firms. *Business Horizons*, 50: 271-276.
- Chen, J. & Holmes, R.M. 2006. Theory and empirical evidence on R&D globalization in Chinese firms. In H. Li (ed.), *Growth of New Technology Ventures in China's Emerging Market*: 261-286. Northampton, MA: Edward Elgar Publishing.
- Holcomb, T.R., Holmes, R.M., & Hitt, M.A. 2006. Diversification to achieve scale and scope: The strategic implications of resource management for value creation. In J.A.C. Baum, S. Dobrev, & A. van Witteloostuijn (eds.), *Advances in Strategic Management: Ecology and Strategy*, vol. 23: 549-587. Oxford, UK: JAI-Elsevier Science.

REFEREED PROCEEDINGS

- Holmes, R.M., Ireland, R.D., & Holcomb, T.R. 2008. Entrepreneurial risk and loss aversion in the evaluation of venture formation opportunities. *Frontiers of Entrepreneurship Research*.
- Devers, C.E., Holcomb, T.R., & Holmes, R.M. 2006. Inside the black box: The contrasting effects of TMT long-term incentives on interest alignment. *Best Paper Proceedings of Academy of Management*.

MANUSCRIPTS UNDER REVIEW

- Devers, C.E., Holcomb, T.R., Cannella, A.A., & Holmes, R.M. Top management team incentive heterogeneity, strategic investment behavior, and performance: A social psychological theory of incentive alignment. *Strategic Management Journal*.
- Holmes, R.M., Ireland, R.D., & Holcomb, T.R. Loss aversion and diminishing sensitivity in opportunity evaluation. *Academy of Management Review*. Revise and resubmit.

OTHER MANUSCRIPTS IN PROGRESS

- Holcomb, T.R., Holmes, R.M., Devers, C.E., & Cannella, A.A. TMT pay, uncertainty, and risky choice: The influence of pay comparison on firm behavior. Target: *Academy of Management Journal*.
- Holmes, R.M., Ndofo, H.A., & Coombs, J.E. Board prestige, IPO capital raised, and subsequent performance: A signaling perspective. *Strategic Management Journal*. Invited resubmission as a research note.
- Holmes, R.M., & Holcomb, T.R. It's who you know and what you do: Managing resources to create host firm bargaining power in alliances. Target: *Strategic Entrepreneurship Journal*.
- Holmes, R.M., Li, H., & Hitt, M.A. Multinationals' R&D globalization into emerging markets: The effects of experiential learning and industry. Target: *Management International Review*.

- Holmes, R.M., Webb, J.W., & Liguori, E.L. A process model of entrepreneurs' decision making, firm innovation, and performance. Target: *Academy of Management Journal*.
- Zardkoohi, A., Pustay, M.W., Cannella, A.A., & Holmes, R.M. Resources and risk-taking behavior: A field study of decision making under uncertainty. Target: *Management Science*.
-

REFEREED PRESENTATIONS

- Holmes, R.M. & Holcomb, T.R. 2009. It's who you know and what you do: Managing resources to create host firm bargaining power in alliances. *Annual Academy of Management Meetings*. Chicago, IL.
- Holmes, R.M., Ndofor, H.A., & Coombs, J.E. 2009. Legitimacy for sale? The accuracy of board members as signals of firm quality in IPO firms. *Strategic Management Society Conference*. Washington, D.C.
- Holmes, R.M., Ireland, R.D., & Holcomb, T.R. 2008. Entrepreneurial risk and loss aversion in the evaluation of venture formation opportunities. *Babson College Entrepreneurship Research Conference*. Chapel Hill, NC.
- Holcomb, T.R., Devers, C.E., Holmes, R.M., Yoder, M.E., & Cannella, A.A. 2007. CEO compensation and managerial risk taking: Interdependence among CEO pay comparisons, uncertainty, and acquisition behavior. *Annual Academy of Management Meetings*. Philadelphia, PA.
- Holcomb, T.R., Ireland, R.D., Holmes, R.M., & Hitt, M.A. 2007. An architecture of entrepreneurial learning and memory. *Max Planck Ringberg Conference on Entrepreneurship*. Tegernsee, Germany.
- Devers, C.E., Holcomb, T.R., Holmes, R.M., & Cannella, A.A. 2006. Inside the black box: The contrasting effects of TMT long-term incentives on interest alignment. *Annual Academy of Management Meetings*. Atlanta, GA.
- Hitt, M.A., Holmes, R.M., Miller, T., & Salmador, M.P. 2006. Modeling country institutional profiles: The dimensions and dynamics of institutional environments. *Strategic Management Society Conference*. Vienna, Austria.
- Holcomb, T.R., Devers, C.E., Holmes, R.M., & Cannella, A.A. 2006. TMT pay, uncertainty, and risky choice: The influence of pay comparison on firm behavior. *Strategic Management Society Conference*. Vienna, Austria.
- Holmes, R.M., Ireland, R.D., & Holcomb, T.R. 2006. Risk evaluation in the decision to found a new venture: Conceptual model and theoretical extension. *Annual Academy of Management Meetings*. Atlanta, GA.
- Devers, C.E., Holcomb, T.R., & Holmes, R.M. 2005. TMT incentive structure, incentive dispersion, and industry risk influences on risk taking: A multilevel analysis. *Strategic Management Society Conference*. Orlando, FL.
- Holcomb, T.R. & Holmes, R.M. 2005. Bridging competitive dynamics and population ecology: An integrated model of firm success. *Southern Management Association Meetings*. Charleston, SC.
- Holmes, R.M. & Holcomb, T.R. 2005. Bargaining power in strategic alliances in emerging markets: A host firm perspective. *Southern Management Association Meetings*. Charleston, SC.
- Holmes, R.M. & Holcomb, T.R. 2005. What about the 'other firm?' A view on alliance formation in emerging markets from the perspective of the host firm. *Academy of International Business Annual Conference*. Quebec City, Canada.

- Li, H. & Holmes, R.M. 2005. Why do multinational corporations establish R&D facilities in an emerging market? Theory and empirical evidence from China. *Annual Academy of Management Meetings*. Honolulu, HI.
- Wiseman, R.M., Devers, C.E., & Holmes, R.M. 2005. Subjective stock option valuation and the Black-Scholes pricing formula: Empirical evidence of divergence. *Annual Academy of Management Meetings*. Honolulu, HI.
- Zardkoohi, A., Pustay, M.W., & Holmes, R.M. 2005. A field test of prospect theory: Risk taking in Major League Baseball, 1985-1992. *Annual Academy of Management Meetings*. Honolulu, HI.
- Devers, C.E., Wiseman, R.M., & Holmes, R.M. 2004. Moving past the Black-Scholes: Domain, optimism, and volatility effects on managerial valuation of stock options. *Strategic Management Society Conference*. San Juan, Puerto Rico.
- Holmes, R.M. 2004. Strategic alliances in emerging economies: A theoretical framework. *Annual Academy of Management Meetings*. New Orleans, LA.

PROFESSIONAL DEVELOPMENT WORKSHOPS

- McGuire, J.B., Holmes, R.M., Devers, C.E., Holcomb, T.R., & Bromiley, P. 2010. . *Annual Academy of Management Meetings*. Montreal, Canada.

DISSERTATION

- Title: Strategic alliance announcements and new venture stock market returns: Signaling and resource-based perspectives on the effects of partner firm, new venture firm, and alliance characteristics
- Advisors: Michael A. Hitt, R. Duane Ireland (Co-chairs), S. Trevis Certo, Dudley L. Poston, Jr.

DISSERTATION COMMITTEES

- Eric L. Liguori (Louisiana State University)
- Paul F. Nagy (Florida State University)
- Christopher Robert Penney (Florida State University)

COURSES TAUGHT

Florida State University

- Management 4720 - Strategic Management and Business Policy
Undergraduate
Average teaching evaluation (5-point scale): 4.38

Louisiana State University

- Management 3830 - Strategically Managing Organizations
Undergraduate
Average teaching evaluation (4-point scale): 3.74
- Business Administration 7190 - Managing Sources of Competitive Advantage
Masters of Business Administration
Average teaching evaluation (4-point scale): 3.37

Texas A&M University

- Management 466 - Strategic Management
Undergraduate
Average teaching evaluation (5-point scale): 4.68

DEPARTMENT AND COLLEGE COMMITTEES

- Florida State University (College of Business) New Building Committee
- Florida State University (Management Department) Faculty Hiring Committee
- Louisiana State University (Management Department) Committee on Strategy Curriculum

RESEARCH GRANTS AND RELATED FUNDING

- Florida State University First Year Assistant Professor Program (2011): Summer research project grant
- Mays Business School Center for New Ventures and Entrepreneurship Award Grant (2008): Grant for entrepreneurship research
- Mays Business School Summer Research Program Award Grant (2005): Summer research project grant
- Mays Business School Center for International Business Studies Award Grant (2004): Grant for international business research
- Mays Business School Summer Research Program Award Grant (2004): Summer research project grant

REVIEWER - REFEREED JOURNALS

- *Academy of Management Journal*
- *Cross Cultural Management: An International Journal*
- *Entrepreneurship Theory and Practice*
- *International Journal of Technology Management*
- *Journal of International Business Studies*
- *Journal of Management*
- *Journal of Management Studies*
- *Journal of World Business*
- *Regulation & Governance*
- *Strategic Entrepreneurship Journal*

REVIEWER - REFEREED CONFERENCES

- Annual Academy of Management Meetings
Best Reviewer - International Management Division (2005)
- Academy of International Business Annual Conference
- Strategic Management Society Conference

PROFESSIONAL MEMBERSHIP AND CONSORTIA

- Academy of Management BPS Managing Your Dissertation Workshop (2007)
- Academy of Management Entrepreneurship Division Doctoral Consortium (2006)
- Academy of Management New Doctoral Student Consortium (2004)
- Member – Academy of Management
- Member – Strategic Management Society

PREVIOUS NON-ACADEMIC PROFESSIONAL EXPERIENCE

Acuity Lighting Group	Atlanta, GA
Six Sigma Project Manager	2002-2003
Managed or co-managed Six Sigma projects with total net savings of \$1.5 million	
Six Sigma Financial Analyst	2001-2002
Monitored finances for Six Sigma projects with annual net savings of \$10 million	
Gulf States Paper Corporation	Tuscaloosa, AL
Graduate Intern, Packaging Division	2000-2001

Analyzed restructuring initiatives to reallocate \$40 million in capital investments	
Intern, Packaging Division	1999-2000
Provided management and sales support for over \$1 million in corporate accounts	