

VARKEY K. TITUS JR.

College of Business
University of Nebraska - Lincoln
325M CoB
Lincoln, NE 68588
Office: (402) 472-9423 • Email: vtitusjr2@unl.edu

EDUCATION

- Ph.D.** Indiana University, Kelley School of Business **2012**
Strategic Management and Organizational Theory/ Entrepreneurship minor
Dissertation: *Invest, Cooperate, or Acquire: A Two Essay Examination of External Corporate Venturing and its Antecedents*
Committee: Professors Jeffrey Covin (Chair), Dean Shepherd, Donald Kuratko, & Matthew Semadeni
- M.B.A.** University of Texas at Arlington **2007**
Major: Management
- B.B.A.** Baylor University, Hankamer School of Business **2005**
Major: Management

ACADEMIC POSITIONS

Assistant Professor, College of Business Administration, **August 2012 - Present**
University of Nebraska - Lincoln

PUBLISHED RESEARCH

Parker, ON, Mui, R., Titus, VK. Forthcoming. Unwelcome voices: The gender bias-mitigating potential of unconventionality. Accepted for publication at the *Strategic Management Journal*.

Titus, VK, Parker, ON, Covin, JG. Forthcoming. Organizational aspirations and external venturing: The contingency of entrepreneurial orientation. Accepted for publication at *Entrepreneurship Theory & Practice*.

Titus, VK, Anderson, BS. 2018. Firm structure and environment as contingencies to the corporate venture capital - firm value relationship. *Entrepreneurship Theory & Practice*, 42(3): 498-522.

- Ranked as one of the 10 most downloaded articles in 2018 in *Entrepreneurship Theory & Practice*.

Titus, VK, Parker, ON, Bass, AE. 2018. Ripping off the Band-Aid: Scrutiny-bundling in the wake of social disapproval. *Academy of Management Journal*, 61(2): 637-660.

Titus, VK, House, JM, Covin, JG. 2017. The role of exploration in external corporate venturing activity. *Journal of Management*, 43(5): 1609 –1630.

Mueller, BA, Titus, VK, Covin, JG, and Slevin, DP. 2012. Pioneering orientation and firm growth: Knowing when and to what degree pioneering makes sense. *Journal of Management*, 38(5): 1517-1549.

Titus, VK, Covin, JG, and Slevin, DP. 2011. Aligning strategic processes in pursuit of firm growth. *Journal of Business Research*, 64(5): 446-453.

PAPERS UNDER REVIEW

Dixit, J, O'Brien, J, Titus, VK. Title withheld. Reject and resubmit at the **Strategic Management Journal**.

Bass, AE, Pfarrer, M, Milosevic, I, Titus, VK. Title withheld. Under review at the Strategic Management Journal.

Titus, VK, Pieper, J Welbourne, TM, Josefy, M. Title withheld. Under review at the Journal of Management.

Titus, VK, O'Brien, J, Parker, ON, Aumueller, C. Title withheld. Under review at the Journal of Business Venturing.

WORKING PAPERS

Titus, VK, Tuggle CS, Carnes, C. Rude awakening: The influence of an environmental jolt on corporate venturing activity.

Parker, ON, Mui, R., Titus, VK. Novel ends and common means: How poor product quality shapes multidimensional search.

Titus, VK, O'Brien, J, Parker, ON. Making sense of underperformance – a behavioral theory perspective.

Parker, ON, Short, C, Titus, VK. Hold your horses: Negative anticipatory impression management, and when and why managers engage in it. Writing phase

Parker, ON, Titus, VK, Mui, R, Gong, K, Du. Order matters: The influence of performance sequences in reputation formation. Writing phase.

Bass, AE, Titus, VK, Milosevic, I, Leavitt, K. You say hero, I say martyr: Identity conflict within entrepreneurs.

Mbaraonye, I., Titus, V. The Role of Organizational Learning Orientation on Corporate Political Activity.

CONFERENCE PRESENTATIONS AND SYMPOSIUM

Mbaraonye, I., Titus, V. The Role of Organizational Learning Orientation on Corporate Political Activity. To be presented at the 2019 Midwest Academy of Management Conference, Omaha, NE.

Parker, O., Short, C., Titus, V. Hold Your Horses: Negative Anticipatory Impression Management, and When and Why Managers Engage In It. To be presented at the 2019 Strategic Management Society Conference, Minneapolis, MN.

Parker, O., Titus, V., Mui, R, Gong, K., Du, J. Order Matters: The Influence of Performance Sequences in Reputation for Quality Formation. To be presented at the 2019 Strategic Management Society Conference, Minneapolis, MN.

Mui, R., Parker, ON., Titus, VK. Unwelcome Voices? Female-Led Initiatives, Performance, and the Bias-Mitigating Potential of Novelty. Presented at the 2019 Academy of Management Conference, Boston, MA.

Bass, AE, Pfarrer, M, Milosevic, I, Titus, VK. Better to Be Loved By Some? Flaunting as a Buffering Tactic Ahead of Negative Events. Presented at the 2019 Academy of Management Conference, Boston, MA.

Mui, R., Parker, ON., Titus, VK. To fit in or to stand out? The implications of novelty in female-directed feature films. Presented at the 2019 Strategic Management Society Special Conference, Las Vegas, NV.

- **Nominated for Best Paper (one of four papers nominated).**

Bass, AE, Titus, VK. Entrepreneurial identity intersections: Coalescence, conflict, evolution, and detachment. Co-organizer for Presenter Symposium at the 2018 Academy of Management Meeting. Entrepreneurship, Managerial and Organizational Cognition, and Strategizing Activities and Practices Divisions, Chicago, IL.

Titus, VK, O'Brien, J, Aumueller, C, Parker, O. Gender bias in the evaluation of entrepreneurial ventures. Presented at the 2018 Academy of Management Meeting. Entrepreneurship Division, Chicago, IL.

Bass, AE, Titus, VK, Milosevic, I, Leavitt, K. You say hero, I say martyr: Identity conflict within entrepreneurs. Presented at the 2018 Babson College Entrepreneurship Research Conference, Waterford, Ireland.

Parker, ON, Mui, R., Titus, V. Does profitability matter? How intermediate objectives & strategic focus influence search behavior. Presented at the 2017 Academy of Management Meeting. Organization and Management Theory Division, Atlanta, GA.

Titus, VK, Tuggle CS, Carnes, C. Rude awakening: The influence of an environmental jolt on corporate venturing activity. Presented at the 2017 Babson College Entrepreneurship Research Conference, University of Oklahoma, Norman, OK.

Aumueller, C, O'Brien, J, Titus, V. Gender bias, social media, and entrepreneurial ventures. Presented at the 2017 Babson College Entrepreneurship Research Conference, University of Oklahoma, Norman, OK.

Titus, VK, Tuggle CS, Carnes, C. Rude awakening: The influence of an environmental jolt on corporate venturing activity. Presented at the 2016 Strategic Management Society Annual Conference, Berlin, Germany, September 17-20.

Bass, A.E., Titus, V.K., & Milosevic, I. If you got it, flaunt it: A framework of corporate flaunting and stakeholder evaluation. Presented at the 2016 Strategic Management Society Annual Conference, Berlin, Germany, September 17-20.

Titus, VK, Pieper, J Welbourne, TM. Paving the way to post initial public offering (IPO) performance: Human resource growth orientation. **Selected for Best Paper Proceedings.** Presented at the 2016 Academy of Management Meeting. Human Resources Division, Anaheim, CA.

- **Finalist for the 2016 HR Division's Best Convention Paper Award**

Titus, VK, Parker, ON, Bass, AE. Disentangling exploitation: The role of negative media coverage on different forms of local search. Presented at the 2016 Academy of Management Meeting, Business Policy and Strategy Division, Anaheim, CA.

Bass, AE, Titus, VK, Parker, ON. Bad news: How negative media coverage drives resource investment, and the buffering effects of size and aspiration-relative performance. Presented at the 2015 Strategic Management Society Conference, Denver, CO.

Titus, VK, Parker, ON, Covin, JG. Do aspirations influence commitment to external venturing? A behavioral theory approach. Presented at the 2015 Academy of Management Meeting, Business Policy and Strategy Division, Vancouver, BC, Canada.

Titus, VK, Parker, ON. Do aspirations influence commitment to external venturing? A behavioral theory approach. **Selected for *Frontiers of Entrepreneurship Research***. Presented at the 2015 Babson College Entrepreneurship Research Conference, Babson College, Natick, MA.

Titus, VK, Anderson, BS, Fund. Boundary conditions on the corporate venture capital–firm value relationship. Presented at the 2014 Academy of Management Meeting, Business Policy and Strategy Division, Philadelphia, PA.

Parker, ON, Titus, VK, Semadeni, M. Unpleasant surprise: How strategic noise mitigates the hazard of “reputation surprise”. Presented at the 2014 Academy of Management Meeting, Technology and Innovation Management Division, Philadelphia, PA.

Titus, VK, House, JM, Covin, JG. Resource stocks and needs as drivers of external corporate venturing. Presented at the 2014 Academy of Management Meeting, Entrepreneurship Division, Philadelphia, PA.

Titus, VK, Anderson, BS, Fund, BR. Does venturing create firm value? A configurational approach to understanding the venturing-firm value relationship. Presented at the 2014 Babson College Entrepreneurship Research Conference, Western University, London, Ontario.

Titus, VK, Anderson, BS. External venturing activities the creation of firm value: A configurational approach. Presented at the 2014 Strategic Management Society Special Conference, Track C: Innovation and Entrepreneurial Organizations, Tel Aviv, Israel.

Titus, VK, McDougall-Covin, P., and Slevin, DP. Utilizing strategy formation mode and strategic learning to traverse various landscapes. 2010 Academy of Management Meeting, Business Policy and Strategy Division, Montreal, Canada.

Titus, VK, Covin, JG, and Slevin, DP. Aligning strategy formation mode, forecasting, and long-range objective setting in pursuit of firm growth. 2009 Academy of Management Meeting, Business Policy and Strategy Division, Chicago, IL.

Mueller, BA, Titus, VK, Covin, JG, and Slevin, DP. Pioneering orientation and firm growth: Knowing when and to what degree pioneering makes sense. **Selected for *Best Paper Proceedings***. 2009 Academy of Management Meeting, Entrepreneurship Division, Chicago, IL.

COURSES TAUGHT

MGNT 994: Doctoral Seminar in Entrepreneurship College of Business, University of Nebraska – Lincoln Taught two sections	Average (5/5)
MGNT 421: Initiating and Managing Entrepreneurial Growth College of Business, University of Nebraska – Lincoln Taught 18 sections	Average (4.67/5)
MGNT 321: Entrepreneurship and Innovation in Organizations College of Business, University of Nebraska – Lincoln Taught one section	Average (4.46/5)
BUS-W212: Explore Entrepreneurship Kelley School of Business, Indiana University Taught six sections; was in top quarter of Kelley School teaching faculty evaluations	Average (6.2/7.0)

AWARDS AND NOMINATIONS

Recipient of Certificate of Recognition for Contributions to Students from the UNL Teaching Council and Parents Association	2014, 2015, 2016
Distinguished Reviewer Award, Entrepreneurship Division, Academy of Management Annual Meeting, Philadelphia, PA	2014
Nominated for the Distinguished Teaching Award for the UNL College of Business Administration	Academic year 2014-2015
Recipient of the Panschar Undergraduate Teaching Award for Associate Instructors	Academic year 2010-2011
Recipient of the Hegarty Doctoral Research Fund	2010
Attendee of the Academy of Management Business Policy & Strategy Division Doctoral Consortium	2010

ACADEMIC AND PROFESSIONAL SERVICE

Reviewing

Editorial Review Board Member: *Journal of Business Venturing* (2018 – Present)
Ad hoc reviewer, *Research Policy* (2019)
Ad hoc reviewer, *Strategic Management Journal* (2017 - Present)
Ad hoc reviewer, *Journal of Management* (2016 – Present)
Ad hoc reviewer, *Journal of Management Studies* (2016 – Present)
Ad hoc reviewer, *Entrepreneurship Theory and Practice* (2016 – Present)
Ad hoc reviewer, *Journal of Business Venturing* (2009 – 2018)
Ad hoc reviewer, *Academy of Management Learning & Education* (2017)
Ad hoc reviewer, *Strategic Entrepreneurship Journal* (2015 – 2016)
Ad hoc reviewer, *Long Range Planning* (2014 – 2016)
Ad hoc reviewer, *Journal of Business Research* (2016)
Ad hoc reviewer, *Journal of Product Innovation Management* (2011)
Reviewer, Babson Entrepreneurship Research Conference (2016 – Present)
Reviewer, Strategic Management Society Conference (2018)

Reviewer, Academy of Management Conference (2009 – Present)

Academy

ENTR Division New Member Meeting Discussion Facilitator (2016)

College/Department

University of Nebraska – Lincoln:

Department of Management Faculty Search Committee (2014 – 2015; 2017 – 2019)

Department of Management’s PhD Committee (2019 – Present)

Department of Management’s PhD Recruitment (2013-2015, 2017)

AFFILIATIONS

Academy of Management
Strategic Management Society

2008 - Present
2014 - Present

REFERENCES

Available upon request