

RORY ECKARDT

Associate Professor 4 Tf1 0 0 1 248.6G2 1 248.6G2 1 0091ra

**PAPERS UNDER
REVIEW**

Jun, M., Eckardt, R., Li, M., Jin, F., Kim, J., Tsai, C. Y., and Dionne S. “Measures of Complementarities/Synergies: A Systematic Review of the Organizational Science Literature”

Yang, B., Eckardt, R., Jin, F., Tsai, C. Y., and Yammarino, F. “CEO Life Cycle: Influences of Organizational Performance and Status.”

OTHER ARTICLES

Eckardt, R. (2018). “Business-Level Strategy: What is it and Why is it Essential?” *The Northern Logger & Timber Processor*, June 2018.

Crocker, A. and Eckardt, R. (2018). “Our Ability to Bridge the Micro-Macro Divides: Implications for our Interest Group.” *Strategic Human Capital Newsletter*, Vol. 7, Issue 1.

Eckardt, R. and Moliterno, T.P. (2016). “Multilevel Empirical Research on Strategic Human Capital.” *Strategic Human Capital Newsletter*, Vol. 5, Issue 1.

Eckardt, R. (2007). “Forest Harvesting Systems for Biomass Production: Renewable Biomass from the Forests of Massachusetts” Prepared with Innovative Natural Resource Solutions for the Massachusetts Division of Energy Resources and Department of Conservation and Recreation.

Eckardt, R. (2006). “Trucking Efficiency: A Northeast Study.” *Forest Operations Review*, Vol. 8 No. 2

REFEREED CONFERENCE PRESENTATIONS

Choudhury, M., Moliterno, T., Eckardt, R., Morris, S., and Crocker, A. “Mobility and signals of managerial human capital: Time to promotion and time in role” To be presented at the 2024 *Strategic Management Society International Annual Conference*.

Jun, M., Eckardt, R., Tsai, C., Dionne, S. (2024). HR Systems and Human Capital Resource Emergence. To be presented at the *Academy of Management Meeting* in August 2024. HR Division. * Best Paper in Human Resource Division *

Mastroleo, N. R. Eckardt, R., Acton, B. P., Hansbrough, T. K., Hernandez Acton, E., Ko, Y. H., Reynolds, L. Scaringi, G., Tsai, C.-Y., & Dionne, S. D. (2023). “Initial Development of an Alternative Workforce Development Model for Enhancing the Population of

a New Conversation? Presented at the *Southern Management Association* 2021 conference.

MacLaren, N., Yammarino, F., Dionne, S., Sayama, H., Mumford, M., Connelly, S., Martin, R., Standish, C., England, S., Newbold, T., Cao, Y., Marshall, J., Cao, S., Dong, Y., Maupin, C., Eckardt, R., and

“Human Capital Resource Emergence (HCRE): An Agent-Based Simulation” with C. Maupin, N. MacLaren, S. Dionne, and M. Jun. U.S. Army Research Institute for the Behavioral and Social Sciences. 2021.

“Human Capital Resource Emergence – Theoretical and Methodological Clarifications,” with K. Jiang, Mini-Conference for Handbook of Strategic Human Capital Resources (Eds. Anthony Nyberg and Thomas Moliterno). 2018

“Multilevel Human Capital Complementarities,” with A. Crocker, University of Massachusetts, Mark H. McCormack Department of Sport Management's Annual Research Symposium. 2013

“Raw Material Supply: An In-Woods Operational Perspective,” New England Forest Products Society’s Strategic Planning Session for the Forest Bioproducts Industry. 2007

“Central Coordination of Forest Products Transportation,” New England Regional Council of Forest Engineers’ Annual Conference. 2007

**TEACHING
EXPERIENCE**

Assistant/Associate Professor, School of Management, Binghamton University, 2014 - present

Course Name
Global Strategic Management

Avg. Student Evaluation

Muntakim Chou

PDW, Academy of Management Meeting in August 2017, Atlanta, GA.

Presenter, “Overview of Emergence and Bottom-up Effects.” Pre-Conference PDW, Academy of Management Meeting in August 2017, Atlanta, GA.

Session Chair, “The Complexity of the Link between HR Practices and Firm Performance.” Academy of Management Meeting in August 2016, Anaheim, CA.

Member, SOM Masters Innovation Committee, 2018

Member, Strategic Management Faculty Search Committee, 2014
Member, Strategic Management Faculty Search Committee, 2015
Member, Strategic Management Faculty Search Committee, 2016
Member, Strategic Management Faculty Search Committee, 2017
Member, Strategic Management Faculty Search Committee, 2021
Member, Strategic Management Faculty Search Committee, 2024

Member, Organizational Behavior Faculty Search Committee, 2017
Member, Organizational Behavior Faculty Search Committee, 2018
Member, Organizational Behavior Faculty Search Committee, 2022

PROFESSIONAL ASSOCIATIONS

Academy of Management
Strategic Management Society

HONORS, AWARDS AND GRANTS

Chancellor's Award for Excellence in Teaching, State University of
New York, 2021

Research Seed Grant (with Brimhall, K., Dionne, S., Sayama, H., and
Tsai, C.), Binghamton University Center for Collective Dynamics of
Complex Systems. Competitive award of \$3,000. 2020

Research Seed Grant (with Brimhall, K., Dionne, S., Sayama, H., and
Tsai, C.), Binghamton University College of Community and Public
Affairs. Competitive award of \$13,500. 2020

Excellence in Research, Binghamton University School of
Management. 2019

Honor Roll of Teaching, Binghamton University School of
Management. Fall 2014 – Spring 2020, Fall 2021, Fall 2022, Spring
2023, Fall 2023

Outstanding Doctoral Student Researcher Award. Awarded by
the Isenberg School of Management. 2014

Stanley Young Memorial Fellowship. Awarded by the Management
Office of the President, Binghamton University. 2014

BPS Doctoral Consortium Participant. Academy of Management. 2013

Libra Future Fund Award for development of a risk-management product for the forest industry to reduce the impact of rising fuel costs. Competitive award of \$2,500. 2007

Maine Technology Institute Seed Grant Award for development of a transportation model for the forest-product industry. Competitive award of \$9,000 plus required match funding of \$11,000. 2006

Libra Future Fund Award for development of a transportation model for the forest-product industry. Competitive award of \$5,000. 2006

**BUSINESS
EXPERIENCE**

Senior Investment Analyst, FourWinds Capital Management, 2007 – 2010.

Principal and Forest Operations Analyst, RE Consulting LLC, 2006 – 2008.