

**DR. ANDREW SPICER**  
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### **Academic Positions**

- Associate Professor, University of South Carolina, Darla Moore School of Business, 2008-Present.
- Assistant Professor, University of South Carolina, Darla Moore School of Business, 2005 – 2008.
- Assistant Professor, University of California, Riverside, A. Gary Anderson Graduate School of Management, 1998-2005.

### **Education**

- The Wharton School, University of Pennsylvania, 1998, Ph.D. in Management.
- Yale University, B.A., 1990, Soviet and East European Studies, *Summa Cum Laude*.

### **Journal Publications**

- Ault, Joshua and Andrew Spicer. Forthcoming. “The Formal Institutional Context of Informal Entrepreneurship: A Cross-National, Configurational-Based Perspective.” *Research Policy*.
- Spicer, A., Wagner, M., & Zollo, M. 2021. Tinkering with the plumbing of sustainable enterprises: the case for field experimental research in corporate sustainability. *Organization & Environment*, 34 (3)
- Ault, Joshua and Andrew Spicer. 2021. “Configurational-Based Institutional Analysis: Unbundling the Multi-Dimensional State Fragility Construct.” *MethodsX*, 8.
- Ault, Joshua and Andrew Spicer. 2020. “State Fragility as a Multidimensional Construct in International Entrepreneurship Research and Practice.” *Asia Pacific Journal of Management*, 37: 981-1011
  - Condensed version published in *Academy of Management Best Paper Proceedings*, Academy of Management Annual Meeting, 2016

- Spicer, Andrew, and David Hyatt. 2017. "Walmart's Emergent Low-Cost Sustainable Product Strategy." *California Management Review* 59.2, 116-141.
  - Social media version published at: <https://theconversation.com/walmart-tried-to-make-sustainability-affordable-heres-what-happened-76771> (over 100,000 downloads)
- Spicer, Andrew and Ilya Okhmatovskiy. 2015. "Multiple Paths to Institutional-Based Trust Production and Repair: Lessons from the Russian Bank Deposit Market," *Organization Studies*, 36 (9), 1123-1142.
- Ault, Joshua and Andrew Spicer. 2014. "The Institutional Context of Poverty: State Fragility as a Predictor of Cross-National Variation in Commercial Microfinance Lending," *Strategic Management Journal*, 35 (12), 1798-1817.
- Earle, John S., Andrew Spicer, and Klara Sabirianova Peter. 2010. "The Normalization of Deviant Organizational Practices: Wage Arrears in Russia, 1992-1998," *Academy of Management Journal*, 53(2), 218-237.
- Spicer, Andrew. 2009. "The Normalization of Corrupt Business Practices: Implications for Integrative Social Contracts Theory (ISCT)," *Journal of Business Ethics*, 88 (4): 883-840.
- Bailey, Wendy and Andrew Spicer. 2007. "When Does National Identity Matter?: Convergence and Divergence in International Business Ethics," *Academy of Management Journal*, 50(6), 1462-1480.
- Proffitt, W. Trexler, and Andrew Spicer. 2006. "Shaping the Shareholder Activism Agenda: Institutional Investors and Global Social Issues," *Strategic Organization*, 42: 165-190.
  - Reprinted in Thomas Clark and Marie dela Rama (eds.). 2007. *Fundamentals of Corporate Governance*. Sage Publications, London.
  - Condensed version published in Academy of Management Best Paper Proceedings, Academy of Management Annual Meeting, 2005.
- Spicer, Andrew, Thomas Dunfee, and Wendy Bailey. 2004. "Does National Context Matter in Ethical Decision Making? An Empirical Test of Integrative Social Contracts Theory," *Academy of Management Journal*, 47: 610-620.
  - Reprinted in Andy Crane and Dirk Matten (eds.). 2012. *New Directions in Business Ethics*. Sage Publications, London.
- Spicer, Andrew, and William Pyle. 2002. "Institutions and the Vicious Circle of Distrust in the Russian Household Deposit Market, 1992-1999," *Advances in Strategic Management*, 19: 371-396.

- Spicer, Andrew. 2002. “Revolutionary Change and Organizational Form: The Politics of Investment Fund Organization in Russia, 1992-1997,” *Research in the Sociology of Organizations*, 19: 91-124.
- Kogut, Bruce, and Andrew Spicer. 2002. “Capital Market Development and Mass Privatization are Logical Contradictions: Lessons from the Czech Republic and Russia,” *Industrial and Corporate Change*, 11: 1-37.
- Spicer, Andrew, Gerald A. McDermott, and Bruce Kogut. 2000. “Entrepreneurship and Privatization in Central Europe: The Tenuous Balance Between Creation and Destruction,” *Academy of Management Review*, 25: 630-649.

### **Other Publications**

- Bapuji, H., de Bakker, F. G., Brown, J. A., Higgins, C., Rehbein, K., & Spicer, A. 2020. Business and Society Research in Times of the Corona Crisis. *Business & Society*. Editorial Insight.
- Spicer, Andrew. 2012. “Deviations from Design: The Emergence of New Financial Markets and Organizations in Yeltsin’s Russia.” In John Padgett and Woody Powell (eds.), *The Emergence of Markets and Organizations*. Princeton University Press.
- Ault, Joshua and Andrew Spicer. 2009. “Does One Size Fit All in Microfinance? New Directions For Academic Research,” *Contemporary Studies in Economic and Financial Analysis*, 92: 271-284.
- Kogut, Bruce, and Andrew Spicer. 2005. “Transition Economies” in J. Beckert and M. Zafirovski (Eds.), *International Encyclopedia of Economic Sociology*. Routledge, London
- Kogut, Bruce, and Andrew Spicer. 2004. “Critical and Alternative Perspectives on International Assistance to Post-Communist Countries: A Review and Analysis,” The World Bank, Operations Evaluation Department Background Paper, available at: [http://www.worldbank.org/ieg/transitions/economies/docs/literature\\_review.pdf](http://www.worldbank.org/ieg/transitions/economies/docs/literature_review.pdf)
- Pistor, Katharina, and Andrew Spicer. 1997. “Investment Funds in Mass Privatization and Beyond.” In I. Lieberman, S. Nestor and R. Desai (eds.), *Between State and Market: Mass Privatization in Transition Economies*. World Bank: Washington.

### **Journal Editorial Positions**

- Co-Editor-in-Chief, *Business & Society*, 2020 – present, Associate Editor, 2015 – 2020.
- Associate Editor, *Management and Organization Review*, 2017-2019, Editorial Review Board, 2020-Present.
- Associate Editor, *Organization and Environment*, 2017 – 2020

- Editorial Review Board, *Strategic Management Journal*, 2013 – present
- Editorial Review Board, *Journal of International Business Studies*, 2012 – present.

### **Teaching Cases**

- “Walmart’s Sustainability Strategy: Lee Scott’s Founding Vision” (with Laura Lambdin).
- “Walmart’s Sustainability Strategy: Andy Ruben’s Design of Strategic Goal and Processes” Case (A) and (B), (with Laura Lambdin and David Hyatt).
- “Walmart’s Sustainability Strategy: Defining Sustainable Products,” Case (A) and (B), (with David Hyatt). (All cases available at the Walmart Sustainability Case Project website: <https://supplychain.uark.edu/projects/walmart-sustainability-case-project/>).

### **Recent Presentations**

- “The Formal Institutional Context of Informal Entrepreneurship: A Cross-National, Configurational-Based Analysis”
  - Said Business School, Oxford University, October 2019
  - Imperial Business School, London, October 2019
  - Kings College, London, October 2018
  - Academy of Management Meetings, Chicago, Illinois, August 2018 (Best Paper Proceedings; Finalist, Best Paper in Emerging Markets, International Management Division)
  - Frontiers in International Business Symposium, University of South Carolina, Columbia, SC, February 2018
- “State Fragility as a Multidimensional Construct in International Entrepreneurship Theory and Practice”
  - Invited Conference on Institutions and Entrepreneurship in Emerging Markets, Asia Pacific Management Journal, Tianjin, China, September 2018
  - Academy of International Business Annual Meeting, Dubai, July 2017
  - Academy of Management Annual Meeting, Anaheim, CA, 2016 (Best Paper Proceedings)
- “Walmart’s Emergent Low-Cost Sustainability Strategy”
  - Academy of Management Annual Meeting, Anaheim, CA 2016
  - Keynote Address, Academy of International Business Southeast Annual Meeting, Miami, Florida, October 2014
  - Closed-Loop Supply Chain Conference, Charleston, SC, October 2013.
  - Keynote Address, Green is Good for Business Conference, Columbia, SC, September, 2013.

### **Service**

## **Professional Development Programs in International Business**

- Faculty Development in International Business (FDIB), International Business Survey Course, Moore School of Business, Columbia, SC. Lead Instructor for five-day course, 2006-present. Course designed for professors and professionals who wish to learn about teaching an introductory survey course in international business.
- AACSB Global Management Capabilities Seminar, Tampa, Florida, 2014-2016. Instructor for seminar designed for administrators, professors and professionals who wish to learn about strategies of globalizing business school curricula and programs.

## **Darla Moore School Service**

- School-Wide Committees: Faculty Advisory Committee to the Dean (FAC); Research Advisory Committee; Undergraduate Program Faculty Committee (UPFC); Sustainability Committee
- International Business Departmental Committees: Oxford Scholarship Committee (Chair); Undergraduate Major Steering Committee; Folks Center for International Business Steering Committee; Doctoral Student Committee
- Course Coordinator, 2017-present, Globalization and International Business (IBUS 310 and 301), Core undergraduate introductory international business course.
- Faculty Director, Full-Time MBA Programs, 2013 – 2017. Oversaw full-time MBA academic programming, scheduling, staff and students.
- Director, Sustainable Enterprise and Development Initiative, 2008-2012. Worked with members of the Moore School faculty and staff to develop curricula and courses on the topics of sustainable enterprise and development; identify and support related research; and forge relationships with relevant institutions and organizations.
- Moore School Director, The Walmart Sustainability Case Project, 2010-2013. Helped to lead a team of diverse faculty from the University of Arkansas and the Moore School of Business to write a series of cases about Walmart's efforts to introduce new sustainability standards into their global operations and product offerings. (See <http://sustainabilitycases.kenexcloud.org/>).
- Faculty Advisor, Net Impact Student Group, Moore School of Business, 2006 – 2013
- Speaker, Student Orientation/Recruiting Events, "Globalization and the Future of International Business"
  - International Masters in Business Administration, 2007, 2008, 2009, 2010, 2014
  - Masters in International Business, 2009, 2010, 2011

- Undergraduate International Business Majors, 2009, 2010, 2017
- Undergraduate Scholastic Standards and Petitions, Moore School of Business, 2006-2009; Chair, 2007 - 2009.