

KAITLYN DEGNETTO

Associate Professor of Management
School of Business Administration
Department of Management and Marketing
University of Dayton
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EDUCATION

PhD, Business Administration, Strategic Management

Florida State University, College of Business, Tallahassee, FL; 2011-2015

MBA, *Top 10% of Graduating Class*

University of Florida, Hough Graduate School of Business, Gainesville, FL; 2010-2011

BA, Business Administration, *Cum Laude*

University of Florida, Warrington College of Business, Gainesville, FL; 2003-2007

RESEARCH INTERESTS

Strategy and entrepreneurship, with specific interests in global strategy, corporate governance, institutional theory, public policy, and nonmarket strategies

PROFESSIONAL ACADEMIC EXPERIENCE

Associate Professor of Management, University of Dayton, School of Business Administration, Dayton, OH; 2023-Present

Assistant Professor of Management, University of Dayton, School of Business Administration, Dayton, OH; 2019-2023

Assistant Professor of Management, University of Colorado Colorado Springs, College of Business, Colorado Springs, CO; 2015-2019

Research Assistant and Graduate Student Instructor, Florida State University, College of Business, Tallahassee, FL; 2011-2015

PROFESSIONAL NON-ACADEMIC EXPERIENCE

Associate Product Manager, Interline Brands, Jacksonville, FL; 2010-2011

Business Development Manager (and other roles), MDI, Ponte Vedra, FL; 2007-2010

PEER-REVIEWED PUBLICATIONS

- DeGhetto, K., Russell, Z. A., & McAllister, C. P. (In Press). Corporate social responsibility and employee outcomes: Considering employee perspectives on the role of business. *Society and Business Review*.
- DeGhetto, K., Holmes, R. M., Lamont, B. T., Lucianetti, L., & Kasapoğlu, M. (2023). New ventures going global: Cognition and context. *Journal of Small Business Management*, 61(6): 2732-2761.
- DeGhetto, K. (2020). COVID-19 and international diversification: A new paradigm for multinationals. *AIB Insights*, 20(3): 1-5.
- DeGhetto, K., Lamont, B. T., & Holmes, R. M. (2020). Safety risk and international investment decisions. *Journal of World Business*. 55(6): 101129.
- Zorn, M. L., DeGhetto, K., Ketchen, D. J., & Combs, J. G. (2020). The impact of hiring directors' choice-supportive bias and escalation of commitment on CEO compensation and dismissal following poor performance: A multi-method study. *Strategic Management Journal*, 41(2): 308-339.
- Wang, G., DeGhetto, K., Ellen, B. P. III, & Lamont, B. T. (2019). Board antecedents of CEO duality and the moderating role of country-level managerial discretion: A meta-analytic investigation. *Journal of Management Studies*, 56(1): 172-202.
- Ellis, K. M., Lamont, B. T., Holmes, R. M., Ro, S., Faifman, L., DeGhetto, K., & Parola, H. (2018). Institutional determinants of ownership positions of foreign acquirers in Africa. *Global Strategy Journal*, 8(2): 242-274.
- DeGhetto, K., Sutton, T., & Zorn, M. L. (2018). Institutional drivers of born-public ventures. *Journal of Entrepreneurship and Public Policy*, 7(1): 14-33.
- DeGhetto, K., Russell, Z. A., & Ferris, G. R. (2017). Organizational change, uncertainty, and employee stress: Sensemaking interpretations of work environments and the experience of politics and stress. In C. C. Rosen, & P. L. Perrewé (Eds.), *Research in occupational stress and well being, Power, politics, and political skill in job stress, Volume 15* (pp. 105-135). Bingley, UK: Emerald Publishing.
- 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), 247-272.
- Holmes, R. M., Li, H., Hitt, M. A., DeGhetto, K., & 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.

DeGhetto, K., Gray, J. R., & Kiggundu, M. N. (2016). The African Union's Agenda 2063: Aspirations, challenges, and opportunities for management research. *Africa Journal of Management*, 2(1), 93-116.

Kiggundu, M. N., & DeGhetto, K. (2015). Regional integration: Review of the management literature and implications for theory, practice, and policy. *Africa Journal of Management*, 1(4), 303-332.

DeGhetto, K., Ro, S., Lamont, B. T., & Ranft, A. L. (2015). Antecedents of anticipatory justice among acquired firm employees. In A. Risberg, D. R., King, & O. Meglio (Eds.), *The Routledge companion to mergers and acquisitions* (pp. 307-323). New York, NY: Taylor & Francis.

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

MANUSCRIPTS UNDER REVIEW

DeGhetto, K. [Title omitted]. *Cross Cultural & Strategic Management*.

REFEREED CONFERENCE PRESENTATIONS

Hill, A...DeGhetto, K. (2023). Improving as an Educator and Teaching Idea Exchange. *Southern Management Association Annual Meeting*. St. Pete Beach, Florida.

Wang, G., Lamont, B. T., DeGhetto, K., Ellen, B. P. III (2019). Does absolute power corrupt absolutely? Meta-analytic Insights from Relations of CEO duality with Firm-, Board-, and Individual-CEO outcomes. *Interdisciplinary Perspectives on Leadership Symposium*. Corfu, Greece.

DeGhetto, K., Holmes, R. M., Lamont, B. T., Lucianetti, L., & Kasapoglu, M. (2018). New ventures going global: The role of the domestic mindset. *Strategic Management Society Annual International Conference*. Paris, France.

DeGhetto, K., Lamont, B. T., & Holmes, R. M. (2017). Drivers of international investment decisions: The role of safety risk. *Annual Meeting of the Academy of Management*. Atlanta, Georgia.

Zorn, M. L., DeGhetto, K., Combs, J. G., & Hwang, J. (2016). You're the one we want: Director objectivity following CEO selection. *Strategic Management Society Annual International Conference*. Berlin, Germany.

- Holmes, R. M., Holcomb, T. R., Sutton, T., & DeGhetto, K. (2016). Symposium on strategic leader interfaces. Is time money? How outcome magnitude and timing shape opportunity exploitation decisions. *Annual Meeting of the Academy of Management*. Anaheim, California.
- Ellis, K. M., Lamont, B. T., DeGhetto, K., Faifman, L., Parola, H., & Ro, S. (2016). Ownership decisions of foreign acquirers in Africa: the role of colonial relationships and experiences. *Biennial Conference of the Africa Academy of Management*. Nairobi, Kenya.
- DeGhetto, K., Wang, G., & Ellen, B. P. III. (2015). A meta-analytic review of the nomological network of CEO duality.
- DeGhetto, K., & Russell, Z. A. (2014). Making do in emerging economies: How new ventures can exploit institutional voids. *Strategic Management Society Annual International Conference*. Madrid, Spain.
- DeGhetto, K., Ro, S., Lamont, B. T., & Ranft, A. L. (2013). Antecedents of anticipatory justice among acquired firm employees. *Strategic Management Society Annual International Conference*. Atlanta, Georgia.
- Zorn, M. L., & DeGhetto, K. (2013). An empirical investigation of good boards gone bad: The escalation of commitment of a board to an underperforming CEO. *Strategic Management Society Annual International Conference*. Atlanta, Georgia.
- Holmes, R. M., Holcomb, T. R., Sutton, T., & DeGhetto, K. (2013). The effects of loss aversion, risk-taking propensity, and outcome timing on entrepreneurs' opportunity exploitation decisions. *Strategic Management Society Annual International Conference*. Atlanta, Georgia. *Nominated for the SMS Best Conference Paper Prize.
- Holmes, R. M., Li, H., Hitt, M. A., DeGhetto, K., & Sutton, T. (2013). The effects of China's location advantages and location disadvantages on MNCs' establishment of China R&D centers. *Southern Management Association Annual Meeting*. New Orleans, Louisiana.
- DeGhetto, K., & Sutton, T. (2012). Government spending in a changing economy: effects on entrepreneurial allocation. *Strategic Management Society Annual International Conference*. Prague, Czech Republic.
- Zorn, M. L., Ranft, A. L., & DeGhetto, K. (2012). Good boards gone bad: the escalation of commitment of a board to an underperforming CEO. *Strategic Management Society Annual International Conference*. Prague, Czech Republic.
- Holmes, R. M., Li, H., Hitt, M. A., & DeGhetto, K. (2012). What determines foreign MNCs' establishment of R&D centers in China over time? *Long Range Planning Special Issue & Research Conference*. Hong Kong.

DeGhetto, K. (2012). Entrepreneurial bricolage at the bottom-of-the-pyramid. *Academy of International Business US Southeast Chapter Annual Conference*. Fort Lauderdale, Florida.

INVITED PRESENTATIONS

DeGhetto, K. (2021). COVID-19 and international diversification: A new paradigm for multinationals. AIB Journals Webinar: How COVID is Changing MNEs' Strategies. Moderated by Drs. John Mezas and Klaus Meyer. Virtual.

WORKING PAPERS

DeGhetto, K., & Russell, Z. What's the risk?: Perceptions of city-level risk and U.S. business investments

DeGhetto, K. & Metzger, M. Social impact institutions: Shaping shared norms and standards.

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

DeGhetto, K. COVID-19 and continuity: Shifting perspectives on host country risk and foreign investment.

MEDIA ARTICLES & APPEARANCES

University of Dayton Blogs. (2023, September 7). Challenging common beliefs on corporate social responsibility. Retrieved from <https://udayton.edu/blogs/business/2023/challenging-corporate-social-responsibility.php>

University of Dayton Blogs. (2023, July 5). UD Faculty Prepare Students for Workforce. Retrieved from <https://udayton.edu/blogs/impact/2023/07-july/faculty-prepare-students-for-workplace.php>

Ketchen, D. J., & Combs, J. G. (2019, December 12). Boards May Have a Hidden Bias Toward the CEOs They Chose. *Wall Street Journal*. Retrieved from <https://www.wsj.com/articles/boards-may-have-a-hidden-bias-toward-the-ceos-they-chose-11576170708>

DeGhetto, K. (2018, November 30). Social and environmental impact: Does it matter?. *Colorado Springs Business Journal*. Retrieved from <https://www.csbj.com/2018/11/30/social-and-environmental-impact-does-it-matter/>

DeGhetto, K. (2017, April 28). Rethinking corporate social responsibility. *Colorado Springs Business Journal*. Retrieved from <http://www.csbj.com/2017/04/28/rethinking-corporate-social-responsibility/>

DeGhetto, K. (2017). The Business Hour (KRDO). Colorado Springs, CO. Radio interview.

DISSERTATION

Drivers of international investment decisions: The role of safety risk; April 2015

Committee Members: Dr. Bruce T. Lamont (Chair), Dr. R. Michael Holmes Jr., Dr. Pamela Perrewé, Dr. Chad Van Iddekinge

TEACHING EXPERIENCE

University of Dayton, Dayton, OH

Professor, Senior Seminar in Management (Capstone for Management Majors), MGT 410
Delivery method: campus

Professor, Managing the Enterprise (Strategic Management Capstone), MGT 490
Delivery methods: campus and blended

University of Colorado Colorado Springs, Colorado Springs, CO

Professor and Course Coordinator, Business, Government, & Society, BGSO 4000
Delivery methods: campus and online

Professor, Organizational Development & Change, MGMT 4370
Delivery method: campus

Florida State University, Tallahassee, FL

Instructor, Strategic Management & Business Policy, MGMT 4720
Delivery method: campus

Teaching Assistant, Introduction to Entrepreneurship, ENT 3003 (online)

Teaching Assistant, Competitive Dynamics, MGMT 4752 (online)

TEACHING DEVELOPMENT

Harvard Business Publishing Education Webinar, “How ChatGPT and Other AI Tools Can Maximize the Learning Potential of Your Case-Based Classes”; 2023

UD Learning Teaching Center, “An Expert Cheater Reveals Their Secrets”; 2022

UD Learning Teaching Center, “Making Project-based Learning No Problem”; 2022

UD eLearning Fellows Program; 2020-2021

Developmental Peer Evaluations

2020: MGT 490, Dr. Diane Sullivan; 2017: MGMT 4370, Dr. Donald Warrick; 2016:
BGSO 4000, Dr. James Van Scotter

UD Learning Teaching Center, “Start at the End”; 2019

Capsim Train the Trainer; 2019

Southern Management Association Teaching Symposium; 2017

UCCS College of Business Teaching Development Workshops; 2016-2017 (4 sessions)
 Strategic Management Society Teaching Community Workshop; 2016

RECOGNITIONS & AWARDS

Recipient, Best Reviewer Award, Southern Management Association, 2021
 Recipient, Outstanding Reviewer Award, *Africa Journal of Management*; 2017 and 2019
 Recipient, UCCS Tier 1 Award (for high quality research); 2016 and 2019
 Recipient, UCCS College of Business Outstanding Faculty Award; 2016
 Nominee, FSU Graduate School Student Leadership Award; 2015
 Recipient, FSU College of Business Outstanding Doctoral Teaching Award; 2014
 Recipient, Kosciuszko Foundation Scholarship for International Study; 2005 and 2006
 Golden Key International Honour Society; inducted 2005

SERVICE

University

2023-2024 Management Faculty Search Committee
 2023-2024 Flyer Pitch Judge
 2023 SBA Laudato Si' Task Force
 2023 MBA Case Competition
 2023 Department P&T Committee
 2022-2023 SBA Graduate Curriculum & Assurance of Learning Committee, Chair
 2022-2023 SBA Welcome Weekend Volunteer
 2021-2023 Graduation Volunteer (SBA and/or university)
 2021-2022 MEC Navigation Program
 2020-2022 SBA Graduate Curriculum & Assurance of Learning Committee
 2021 Management Faculty Search Committee
 2017-2019 UCCS Faculty Assembly
 2017-2019 UCCS Compass Curriculum (Sustainability) Assessment
 2016-2019 UCCS College of Business Scholarship Committee
 2016-2019 UCCS Student Fee Committee
 2016-2019 UCCS Course Coordinator, Business, Government, & Society
 2018 UCCS Search Committee, Assistant Dean
 2017-2018 UCCS Search Committee, Business Law Instructor
 2017-2018 UCCS Faculty Advisor, Student Projects-Honors Program (four students)
 2017 UCCS RPT Dossier Preparation Workshop
 2014-2015 President, FSU College of Business Doctoral Business Student Association
 2014-2015 Graduate Student Representative, FSU Ph.D. Policy Committee
 2013-2014 Vice President, FSU College of Business Doctoral Business Student Association

Profession and Community

2023-Present *Global Strategy Journal*, Editorial Review Board
 2023-Present *Journal of World Business*, Ad Hoc Reviewer
 2022-2023 *Global Strategy Journal*, Ad Hoc Reviewer
 2022 Southern Management Association, Strategy Track Co-Chair

2022 Southern Management Association, Session Facilitator, Strategy Track
2020-Present *Journal of International Business Studies*, Ad Hoc Reviewer
2020-Present *AIB Insights*, Ad Hoc Reviewer
2019-Present *Journal of Management*, Ad Hoc Reviewer
2017-Present *Africa Journal of Management*, Editorial Review Board
2016-Present Strategic Management Society, Conference Reviewer
2012-Present Southern Management Association, Conference Reviewer
2019 Small Business Week Pikes Peak Region, Judge
2015-2019 Academy of Management, Conference Reviewer
2016 Southern Management Association, Session Facilitator, Strategy Track
2014-2016 Academy of Management, Business Policy & Strategy Newsletter Production
2015 Southern Management Association, Session Facilitator, Entrepreneurship Track
2015 Southern Management Association, Pre-Doctoral Consortium Panel
2013-2015 Southern Management Association, Conference Volunteer
2013 Academy of Management, Placement Services Volunteer