

Andre Havrylyshyn

Darla Moore School of Business
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EDUCATION

University of South Carolina, Darla Moore School of Business

Ph.D. Business Administration, Management emphasis, entered Aug. 2018

Dissertation: *How decision makers' career histories impact the gender diversity in the CEO successor candidate pool.* (Committee: Donald J. Schepker; Anthony Nyberg; Patrick Wright; Sali Li) (Proposal defense scheduled for Sept. 10, 2021)

University of Oxford, Saïd Business School

Master of Business Administration (MBA), March, 2017

University of Toronto

Honours Bachelor of Arts, Political Science & Drama, June 2009

Graduated 'With Distinction'

RESEARCH INTERESTS

Strategic leadership and governance; Corporate governance; Diversity & inclusion; Gender and management; CEO Succession; Emergence; Multilevel issues & methods

TEACHING INTERESTS

Business strategy; Diversity & inclusion; International business; Research methods

RESEARCH WORK

Works In Progress

- **Havrylyshyn, A.**, Schepker, D. J., & Nyberg A. J. (in progress) In the club? How categorization, contact, and chair choice affect the board gender diversity-firm performance relationship” *Under review at Organization Science.*
- **Havrylyshyn, A.**, & Ward, M. (in progress) Leveraging the value of board director international experience. *Under review at Journal of International Business Studies.*
- **Havrylyshyn, A.**, Schepker, D. J., Nyberg A. J., & De Bruyn, G. (in progress) Determining the expertise and conditions necessary for best-practice CEO succession planning activities. *Finalizing manuscript for submission to Academy of Management Journal.*

□ **Havrylyshyn, A.**, Bliese, P. D., Maltarich, M. A., & Strizver, S. (in progress) Reviewing and assessing the ABC's of emergence in organizational behavior research. *Data collected and analyzed; drafting manuscript for submission to Journal of Applied Psychology.*

□ Maltarich, M. A., & **Havrylyshyn, A.** (in progress) How an interdisciplinary approach to social influence and conformity research can advance management's understanding of emergence in teams. *Drafting proposal as integrative conceptual review for Journal of Applied Psychology.*

□ **Havrylyshyn, A.**, & Steinbach, A. L. (in progress) The impact of outside directorship work on construal flexibility of CEOs. *Developing concept and plan for data collection; (data partially collected); targeting Academy of Management Journal.*

Other Publications

□ **Havrylyshyn, A.**, & Ward, M. 2021. Where have you been? Realizing absorptive capacity to leverage director international experience. <https://doi.org/10.5465/AMBPP.2021.88>. In Sonia Taneja (Ed.), **Proceedings of the Eighty-first Annual Meeting of the Academy of Management**. Online ISSN: 2151-6561

□ **Havrylyshyn, A.**, & Schepker, D. J. 2020. Succeeding at CEO succession planning: Linking expertise, board attention, and planning. <https://doi.org/10.5465/AMBPP.2020.165>. In Guclu Atinc (Ed.), **Proceedings of the Eightieth Annual Meeting of the Academy of Management**. Online ISSN: 2151-6561.

RESEARCH EXPERIENCE

University of South Carolina, Columbia, SC, Aug 2018-

Graduate Research Assistant

□ Dr. Mark Maltarich, Aug 2020-

□ Dr. Paul Bliese, Aug 2019- Aug 2020

□ Dr. Anthony Nyberg, Aug 2018- Aug 2019

University of Toronto, Canada, Aug 2008-June 2009

Undergraduate Research Assistant

□ Dr. Ryan Hurl, Aug 2008- June 2009

CONFERENCE PRESENTATIONS

□ “Where have you been? Realizing absorptive capacity to leverage director international experience” at the 2021 Academy of Management Annual Conference, (Virtual).

- “Succeeding at CEO succession planning: linking expertise, board attention, and planning activities” at the 2020 Academy of Management Annual Conference, (Virtual).
- “The effect of pay form type on specific performance considerations” at the 2019 Academy of Management Annual Conference, Boston, MA.

AWARDS, HONORS, and SERVICE

- Academy of Management Annual Conference, ‘U. of Singapore’s CGIO Best Paper in International Corporate Governance [Finalist]’ 2021 (for IM Division) (for ‘Where have you been? Realizing absorptive capacity to leverage director international experience’)
- Academy of Management Annual Conference, ‘Douglas Nigh Award [Finalist]’ 2021 (for IM Division) (for ‘Where have you been? Realizing absorptive capacity to leverage director international experience’)
- Academy of Management Annual Conference, submission selected as a ‘Best Paper,’ 2021 (for IM Division) (for ‘Where have you been? Realizing absorptive capacity to leverage director international experience’)
- Academy of Management Annual Conference, ‘Best Reviewer,’ 2021 (for GDO Division)
- Academy of Management Annual Conference, submission selected as a ‘Best Paper,’ 2020 (for HR Division) (for ‘Succeeding at CEO succession planning: linking expertise, board attention, and planning activities’)
- Academy of Management Annual Conference, ‘Best Reviewer,’ 2020 (for GDO Division)

TEACHING EXPERIENCE

University of South Carolina, Columbia, SC

Undergraduate Program (Darla Moore School of Business) (August 2021-)

Lecturer

- Course instructor for ‘Principles of Management’ (Fall Semester 2021)

Ukrainian Catholic University, Lviv, Ukraine

Master’s of Nonprofit Management (Institute of Leadership & Management) (March 2018- June 2019)

Sessional Lecturer

- Course instructor for ‘Project Management’ elective intensives (March 2018; June 2019)

ADDITIONAL WORK EXPERIENCE

Blueprint College Prep Programs, (hosted at Georgetown University), Washington, DC

Introduction to Business Course Instructor (Summer 2018)

- Designed syllabus and instructed class for high school students preparing for college (with interest in business administration)
- Also provided individually focused career/college counseling

Capital City Middle School, Washington, DC

Math Teacher (2017-2018 school year)

- Instructed group math classes, covering introductory algebra, geometry, and probability topics
- Also provided individually focused after-school tutoring assistance

Kaplan Test Prep, Washington, DC

GMAT Prep Course Instructor (Dec 2014-Aug 2015)

- Designed presentations and instructed group class and individual adults
- Received feedback rating of ‘Excellent’: the highest possible ranking

Teambuy/Dealfind Inc, Toronto, Canada

Manager – Digital & Creative Content (Sept 2011-Aug 2014)

- Managed creative content team for website receiving an average of 10,000+ visitors a day at Canada’s largest daily deals company
- Coordinated process from sales contact to creative team to merchant approval