

V I T A

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ABAGAIL McWILLIAMS
Associate Dean
Professor of Management
College of Business Administration
University of Illinois at Chicago
abby@uic.edu

OFFICE:
601 S. Morgan St. (M/C 075)
Chicago, IL 60607-7123
(312) 996-5201

HOME:
353 W. Dickens Avenue
Chicago, IL 60614
(773) 636-4300

EDUCATION:

- Ph.D. Economics, The Ohio State University, Columbus, Ohio, 1987
Fields of Study: Industrial Organization, Labor, Development
- M.A. Economics, The Ohio State University, Columbus, Ohio, 1984
Field of Study: Econometrics
- B.S.B.A. The Ohio State University, Columbus, Ohio, 1982, *summa cum laude*

ADMINISTRATIVE EXPERIENCE:

- 2006 - Associate Dean, CBA, University of Illinois at Chicago
- 2000 - 2006 Department Head, Managerial Studies, CBA, University of Illinois at Chicago
- 1996 - 2000 Director, MBA Programs, School of Management, ASU West

ACADEMIC EXPERIENCE:

- 2002 - Visiting Research Professor, International Centre for Corporate Social
Responsibility, Nottingham University Business School
- 2000 - Professor, Managerial Studies Department, University of Illinois at Chicago.
- 1995 - 2000 Associate Professor, School of Management, ASU West, Phoenix, Arizona
(promoted to Professor, Spring 2000).
- 1993 - 1995 Assistant Professor, School of Management, ASU West, Phoenix, Arizona.
- 1987 - 1993 Assistant Professor, Department of Management, College of Business
Administration and Graduate School of Business, Texas A&M University.
- 1985 - 1987 Lecturer, Department of Economics and Business Administration,
Ohio Wesleyan University, Delaware, Ohio.

HONORS AND AWARDS:

- 2003 - 2004 Fellow, Committee on Institutional Cooperation Academic Leadership Program
- 2000 Faculty Achievement Award for Service, Arizona State University West
- 1998 Outstanding Contribution for the Advancement of Investment Knowledge, from The Center for Investment Research
- 1996 Best Paper Award, Academy of Management, Research Methods Division.
- 1991 Distinguished Teaching Award, Texas A&M University.
- 1982 - 1983 University Fellowship, The Ohio State University.
- 1982 Pacesetter Award, College of Business, The Ohio State University.
- 1982 Inducted into Beta Gamma Sigma.

PUBLICATIONS:

JOURNAL ARTICLES:

- McWilliams, A., D. Siegel, & P.M. Wright (2006) Corporate Social Responsibility: International Perspectives, *Journal of Business Strategies*, 23(1): 1-7.
- McWilliams, A., D. Siegel, & P.M. Wright (2006) Corporate Social Responsibility: Strategic Implications, *Journal of Management Studies*, 43(1): 1-18.
- McWilliams, A., S. Gray, & D.D. Van Fleet (2006) My orange is bigger than your apple: U.S. and Japanese executive compensation, *Journal of Behavioral and Applied Management*, 7(2). This on-line journal can be found at:
<http://www.ibam.com/pubs/jbam>
- McWilliams, A., D. Siegel, & D.D. Van Fleet (2005) Journals as Producers of Knowledge: Theory and Empirical Evidence Based on Data Envelopment Analysis, *Organizational Research Methods*, 8(2): 185-201.
- Lockett, A. & A. McWilliams (2005) The Balance of Trade Between Disciplines: Do We Effectively Manage Knowledge? *Journal of Management Inquiry*, 14(2): 139-150.
- McWilliams, A., D.D. Van Fleet & K. Cory (2002), Raising Rivals' Costs: An Application of Resource-Based Theory, *Journal of Management Studies*, 39(5): 707-723.
- McWilliams, A. & D. Siegel (2002) Additional Reflections on the Strategic Implications of Corporate Social Responsibility, *Academy of Management Review* (dialogue), 15-16.

- McWilliams, A. & D. Siegel (2001) Profit-Maximizing Corporate Social Responsibility, *Academy of Management Review* (dialogue), 504-05.
- McWilliams, A. & D. Siegel (2001) Investment in Corporate Social Responsibility: A Theory of the Firm Perspective, *Academy of Management Review*, 26(1): 117-27.
- McWilliams, A., D. Van Fleet & P. Wright (2001) Strategic Management of Human Resources For Global Competitive Advantage, *Journal of Business Strategies*, 18(1): 1-24.
- Van Fleet, D., A. McWilliams, & D. Siegel (2000) A Theoretical and Empirical Analysis of Journal Rankings: The Case of Formal Lists, *Journal of Management*, 26(5): 839-861.
- McWilliams, A. & D. Siegel (2000) Corporate Social Responsibility and Financial Performance: Correlation or Misspecification?, *Strategic Management Journal*, 21(5): 603-09.
- McWilliams, A, D. Siegel, & S. Teoh (1999) Announcements of Withdrawal From South Africa Revisited: What Have Event Studies Taught Us About Corporate Social Responsibility? *Organizational Research Methods*, 2(4): 340-65.
- Keith, K. & A. McWilliams (1999) The Returns to Mobility and Job Search by Gender: Additional Evidence from the NLSY, *Industrial & Labor Relations Review*, 52: 460-77.
- McWilliams, A. & D. Siegel (1997) The Role of Money Managers in Assessing Corporate Social Responsibility Research, *Journal of Investing*, 6(4): 98-107.
- McWilliams, A. & D. Siegel (1997) Event Studies in Management Research: Theoretical and Empirical Issues, *Academy of Management Journal*, 40(3): 626-57.
- Keith, K. & A. McWilliams, (1997) Job Mobility and Gender-Based Wage Growth Differentials, *Economic Inquiry*, 35: 320-333.
- McWilliams, A., & D. Smart (1995) The Resource-Based View of the Firm: Does It Go Far Enough in Shedding the Assumptions of the S-C-P Paradigm? *Journal of Management Inquiry*, 4(4): 309-16.
- Keith, K. & A. McWilliams (1995) The Wage Effects of Cumulative Job Mobility, *Industrial and Labor Relations Review*, 49(1): 121-137.
- McWilliams, A., & S. Gray (1995) Understanding Quasi-Integration, *Journal of Business Strategies*, 12(1): 69-85.
- McWilliams, A. & K. Keith (1994) The Genesis of the Trusts: Rationalization in Empty Core Markets, *International Journal of Industrial Organization*, 12(2): 245-267.

- Wright, P.M., G. McMahan, & A. McWilliams (1994) Human Resources as a Source of Sustained Competitive Advantage, *International Journal of Human Resource Management*, 5(2): 301-26.
- McWilliams, A. & D. Smart (1993) Efficiency v. Structure-Conduct-Performance: Implications for Strategy Research and Practice, *Journal of Management*, 19(1): 63-78.
- McWilliams, A., T. Turk, & A. Zardkoohi (1993) Antitrust Policy and Mergers: The Wealth Effect of Supreme Court Decisions, *Economic Inquiry*, 31(4): 517-33.
- McWilliams, A. (1990) Rethinking Horizontal Market Restrictions: In Defense of Cooperation in Empty Core Markets, *Quarterly Review of Economics and Business*, 30(3): 3-14.

BOOK CHAPTERS:

- Ludescher, J., A. McWilliams, & D. Siegel (2007) The Economic View of Corporate Citizenship, forthcoming, in Palazzo, G. & A. Scherer (ed) *Handbook of Research on Corporate Citizenship*. Edward Elgar, Cheltenham, U.K.
- McWilliams, A. & D. Siegel (2007) Corporate Social Responsibility: Theory of the Firm Perspective, in Singer, A. (ed) *The International Library of Essays in Public and Professional Ethics – Business Ethics and Strategy*, Volume 1. Ashgate Publishing Limited, England. (reprint of *Academy of Management* article, 2001)
- McWilliams, A. & D. Siegel (1998) How Fund Managers Can Contribute to Academic Research On Corporate Social Responsibility, in Bruce, B. (ed) *Handbook of Socially Responsible Investing*: 83-103. Institutional Investor, New York.

PAPERS AND PROCEEDINGS:

- McWilliams, A., S. Gray, & D. D. Van Fleet (2005) My Orange Is Bigger Than Your Apple: U. S. and Japanese Executive Compensation, *Proceedings of the International Behavioral and Applied Management Conference*, Scottsdale, in press. (Best Paper in Division 1: Human Resources Management)
- Van Fleet, D., A. McWilliams, & D. Siegel (1998) Formal Lists of Journal Rankings: Their Use in Management Departments *Southern Management Association Proceedings*: 147-51.
- McWilliams, A. & D. Siegel (1996) The Use of Event Studies in Management Research, *Academy of Management Best Papers Proceedings*: 338-42.
- McWilliams, A. & S. Gray (1992) Vertical Quasi-Integration, *Southern Management Association Proceedings*: 52-56.

MONOGRAPH:

Job Mobility: Road to Careers and Earnings for Men and Women, in press (with K. Keith).

TECHNICAL REPORTS:

Job Search, Mobility and the Gender Wage Gap, W.E. Upjohn Institute for Employment Research

MANUSCRIPTS UNDER REVIEW:

McWilliams, A., A. Lockett, J. Katz and D.D. Van Fleet, Who is Talking to Whom: The Network of Intellectual Influence in Management Research, submitted to *Academy of Management Learning Education Journal*.

McWilliams, A. & J. Barney, Managing Cutthroat Competition in Empty Core Markets (revision requested by the *Academy of Management Review*).

WORKING PAPERS:

McWilliams, A., D. Siegel, & D. Waldman Institutional and Agent Influences on Corporate Social Responsibility: Literature Review and Research Agenda

Keith, K. & A. McWilliams The Wage Consequences of Early Career Job Mobility. (presented at the Midwest Economics Association, 2004)

Keith, K. & A. McWilliams Gender Patterns in Mobility: A Cohort Analysis (presented at the Midwest Economics Meeting, 1997).

Keith, K. & A. McWilliams Non-wage Returns to Mobility: Are There Gender Differences? (presented at the Midwest Economics Meeting, March, 1998).

Anders, G. & A. McWilliams A comparison of transaction cost shifting by Japanese and American firms (presented at Academy of Management meeting, 1996).

WORK IN PROGRESS:

Significance Tests in Management Research, with A. Lockett

Strategic R&D: Creating Sustainable Advantage Through Corporate Social Responsibility, with W. Chappel and A. Lockett

Journal Lists: An Agency Theory Approach, with A. Lockett, D. Siegel, and D. Van Fleet

Do Consumers Value Corporate Social Responsibility? Evidence from Hedonic Pricing Models, with D. Siegel

GRANTS:

1996 - W.E. Upjohn Institute for Employment Research, \$24,500 (co-principal investigator)

Title: Job Search, Mobility and the Gender Wage Gap

1996 - ASU West Scholarship, Research and Creative Activities Grant, \$5,500.

Title: Public Policy Initiatives to Promote Gender Equality: How Much Progress?

1995 - ASU West Scholarship, Research, and Creative Activities Grant, \$2,750.

Title: Comparing U.S. and Japanese Executive Compensation

1994 - ASU West Scholarship, Research and Creative Activities Grant, \$5,500.

Title: Gender Differences in Wage-Mobility Effects: The Impact of Job Search

PRESENTATIONS:

Competitively Chosen:

McWilliams, A., S. Gray, & D. D. Van Fleet (2005) My Orange Is Bigger Than Your Apple: U. S. and Japanese Executive Compensation, International Behavioral and Applied Management Conference, Scottsdale.

McWilliams, A., A. Lockett, & J. Katz (2004) Who Is Talking to Whom? Networks of Influence in Management Education, Academy of Management, New Orleans.

Keith, K. & A. McWilliams (2004) The Wage Consequences of Early Career Job Mobility, Midwest Economics Association, Chicago.

McWilliams, A. & D. Siegel (2003) Quantitative Analysis of Corporate Social Responsibility, symposium, Academy of Management, Seattle.

Keith, K. & A. McWilliams (2003) The Wage Consequences of Early Career Job Mobility, Western Economics Association International, Denver.

Lockett, A. & A. McWilliams (2002) Breaking Down Barriers in Publication: The Balance of Trade Between Disciplines, Strategic Management Society meeting, Paris, France.

McWilliams, A., D. Siegel, & D. Van Fleet (2002) Journals as Producers of Knowledge: Theory & Application to the Field of Management, Academy of Management, Denver.

Shelton, L. & A. McWilliams, (2001) Strategies for Managing Demand Shock, Supply Disruptions and Other Extraordinary Circumstances, Strategic Management Society Meeting, San Francisco.

- Keith, K. & A. McWilliams (1999) Gender differences in the determinants of job Mobility and job search: A cohort analysis, Southern Economic Association, New Orleans.
- Siegel, D., A. McWilliams, & J. Guerard (1999) Reassessing the Link Between Corporate Social Responsibility and Firm Performance, Academy of Management, Chicago.
- Keith, K. & A. McWilliams (1998) Non-wage Returns to Mobility: Are There Gender Differences? Midwest Economics meeting, Chicago.
- Van Fleet, D., A. McWilliams, & D. Siegel (1998) Formal Rankings of Journals: Their Use in Management Departments, Southern Management Association meeting, New Orleans.
- Keith, K. & A. McWilliams (1997) Gender Differences in the Return to Job Mobility: A Cohort Analysis, Midwestern Economics Association meeting, Kansas City.
- McWilliams, A. & D. Siegel (1996) Event Studies of Strategic Decisions: Issues of Relevance, Rigor, and Replication, Strategic Management Society International meeting, Phoenix.
- McWilliams, A. & D. Siegel (1996) The Use of Event Studies in Management Research, Academy of Management meeting, Research Methods Division, Cincinnati.
- Anders, G. and A. McWilliams, (1996) A Comparison of Transaction Cost Shifting by Japanese and American Firms, Academy of Management meeting, OMT division, Cincinnati.
- McWilliams, A. and J. Barney (1995) Managing Cutthroat Competition in Empty Core Markets: An Additional Motive for Inter-firm Cooperation, Strategic Management Society meeting, Mexico City, Mexico.
- Gray, S. and A. McWilliams (1995) My Orange Is Bigger Than Your Apple: U. S. and Japanese Executive Compensation, Academy of Management meeting, strategy division, Vancouver, Canada.
- Keith, K. and A. McWilliams (1995) Gender Patterns in Mobility: A Cohort Analysis, Western Economics Association International meeting, San Diego.
- Keith, K. and A. McWilliams (1995) Mobility, Job Search and Wage Growth: Are There Gender Differences? Midwest Economics & Finance Association meeting, Cincinnati.
- McWilliams, A. & K. Cory (1994) Raising Rivals' Costs: An Application of Resource-Based Theory, Academy of Management meeting, strategy division, Dallas.
- Keith, K. and A. McWilliams (1994) Gender Differences in Mobility and Wage Growth, Western Economics International meeting, Vancouver, Canada.

- Wright, P., G. McMahan, & A. McWilliams (1993) Human Resources as a Source of Sustained Competitive Advantage, Academy of Management meeting, Atlanta.
- McWilliams, A. & P. Wright (1992) Sustained Competitive Advantage in a Global Market: The Unique Role of Human Resources, Academy of International Business meeting, Brussels, Belgium.
- McWilliams, A., & S. Gray (1992) Vertical Quasi-Integration: Uncertainty and Firm Resources as Stimuli and Constraints, Southern Management Association meeting, New Orleans.
- McWilliams, A., & D. Smart (1991) Industry Environments and Competition: The Relevance of Strategic Management, Strategic Management Society Conference, Toronto, Canada.
- McWilliams, A., & D. Smart (1991) Competing Economic Paradigms in Strategic Management, Academy of Management meeting, Miami.
- McWilliams, A., T. Turk & A. Zardkoohi (1990) Antitrust Policy and Mergers: The Wealth Effect of Supreme Court Decisions, Western Economics and Finance Meeting, San Diego.
- McWilliams, A., T. Turk & A. Zardkoohi (1990) Antitrust Policy and Mergers: The Wealth Effect of Supreme Court Decisions, Midwestern Economics Association, Chicago.
- Barney, J., A. McWilliams, & T. Turk (1989) On the Relevance of the Concept of Entry Barriers in the Theory of Competitive Strategy, Strategic Management Society Conference, San Francisco.
- McWilliams, A. (1989) The Courts, Antitrust and Empty Cores, Midwest Economics and Finance Association meeting, Cincinnati.
- McWilliams, A. (1988) Empty Cores and Suboptimal Capacity, Conference of the European Association for Research in Industrial Economics (EARIE), organized by the Group for Research and Advice in Strategic Behaviour and Industrial Policy, Rotterdam, the Netherlands.
- McWilliams, A. (1988) The Consolidation of American Industry: A New Perspective on the Trust Era, Midwest Economics and Finance meeting, Chicago.

Invited

- Job Search, Mobility and the Gender Wage Gap, Upjohn Institute for Employment Research, Kalamazoo, MI, 2004.
- Corporate Social Responsibility: A Theory of the Firm Perspective, United Kingdom, Department of Trade and Industry, London, UK, 2003.

Strategic Management of Academic Units, Council for Intercollegiate Cooperation, Deans and Directors of Kinesiology, Chicago, IL, 2002.

Corporate Social Responsibility and Firm Performance, Keynote Address, Green Mountain SRI Summit, Stowe, VT, 2002.

Corporate Social Responsibility: A Market Perspective, Keynote Address, Workshop on Corporate Social Responsibility, Nottingham University, Jubilee campus, Nottingham, UK, 2001.

Understanding Investment in Corporate Social Responsibility at the Firm Level, New York Society of Securities Analysts, New York, NY, 2000.

How Fund Managers Can Contribute to Academic Research on Corporate Social Responsibility?, Colloquium on Socially Responsible Investing, University of Chicago Graduate School of Business, Chicago, IL, 1998.

PROFESSIONAL AFFILIATIONS:

Chicago Finance Exchange
Academy of Management
Strategic Management Society
Southern Management Association
Academy of International Business
Institute of Behavioral and Applied Management
American Economic Association
Beta Gamma Sigma

PROFESSIONAL ACTIVITIES:

Chair, Best Paper Award Committee, Social Issues in Management Division, Academy of Management, 2005.

Executive Board Member, Center for Human Resource Management, University of Illinois, 2004-2005.

Guest Editor, *Journal of Management Studies*, special issue on Corporate Social Responsibility, 2005.

Guest Editor, *Journal of Business Strategies*, special issue on International Perspectives of Corporate Social Responsibility, 2005.

Coordinator, Workshop on New Perspectives of Corporate Social Responsibility, Chicago, April, 2004.

Editorial Review Board, *Journal of Management Studies*, 2006 –

Editorial Review Board, *Global Competitiveness*, 2001-

Editorial Review Board, *Current Issues in Management*, 2001-

Editorial Review Board, *Journal of Management*, 1999-

Editorial Review Board, *Journal of Business Strategies*, 1995-

Ad hoc reviewer: *Academy of Management Journal*, *Academy of Management Review*, *Contemporary Economic Policy*, *Journal of Business Research*, *Journal of International Business Studies*, *Journal of Labor Economics*, *Management Science*, *Managerial and Decision Economics*, *Organization Science*, *Strategic Management Journal*.

Grant proposal review committee for EPA STAR program, July, 2005.

Grant proposal review committee workshop for EPA STAR program, June, 2004.

Grant proposal review committee workshop for EPA STAR program, November, 2002.

Paper discussant for EPA workshop on environmental and firm performance, September, 2002.

Panelist and Faculty Advisor for ONE workshop for PhD students and junior faculty, the Academy of Management, August, 2002.

UIC SERVICE :

Presenter at UIC Department Head Workshop, May, 2006

Member of UIC assessment committee, 2004-

Member of UIC – CIC/ALP planning committee, 2004-2005

Member of UIC Underrepresented Faculty Recruitment & Retention Committee, 2004-

Member of UIC *ad hoc* committee on honorary degrees, 2004-

Member of UIC search committee for CBA Assistant Dean of Development

Member of UIC search committee for CBA Dean

Facilitator at Provost's fall leadership meetings, 2004 and 2005

CBA liason with College of Education regarding new PhD program, 2003

Executive Board Member, Center for Human Resource Management, 2004-2005

Director of Graduate Studies for PhD HR concentration for AY 03

Chair of CBA *ad hoc* committee on Grade Distributions in CBA Core Courses, 2005

Chair of MBA *ad hoc* Curriculum Review Committee, 2004-2005

Member of the MBA task force, 2000-2005

Participant in MBA open houses and new student orientations, 2000-

Participant in focus groups for assessing the UIC MBA brand image, 2005

Participant in undergraduate new student orientations, 2000-

Speaker at luncheon for faculty from the Chicago City Colleges, Fall, 2005

TEACHING EXPERIENCE:

Teaching responsibilities at the University of Illinois at Chicago include undergraduate and graduate (MBA) courses in Strategic Management and the Ethical, Legal, and Regulatory environment of U.S. business. Teaching responsibilities at ASU West included the design and instruction of the MBA Strategic Management course and the MBA Legal and Ethical Studies course – for the PM, the Corporate, and the Scottsdale MBA programs; the undergraduate capstone course in strategic management; and the undergraduate course in business and society. At Texas A&M University, teaching responsibilities included a PhD seminar in strategic management theory; the undergraduate capstone course in strategic management; and the senior level undergraduate course in business and government.