

Fariss-Terry Mousa

Department of Management, College of Business
James Madison University
Harrisonburg, VA 22807
Office: 540.568.3237, Fax: 540.568.2754
E-mail: mousafx@jmu.edu, <http://www.jmu.edu/cob/faculty/all-faculty/mousa-fariss.shtml>

ACADEMIC EXPERIENCE

- 2015-present Zane D. Showker Professor of Entrepreneurship, **James Madison University**, Harrisonburg, VA.
- 2015-present *Associate* Professor, Department of Management, **James Madison University**, Harrisonburg, VA.
- 2009- present *Assistant Professor*, Department of Management, **James Madison University**, Harrisonburg, VA.
- 2004-2009 *Graduate Teaching Assistant (Instructor)*, Department of Management and Operations, **Washington State University**, Pullman, WA.

EDUCATION

- PhD** **Strategic Management**
Department of Management and Operations, Washington State University, 2009

Dissertation: When Do Slack Resources Impact New Venture Success?
(Committee: Richard Reed (chair), Jonathan A. Arthurs, Ming Chang Wang)
- MBA** **Masters of Business Administration**
Department of Management and Operations, Washington State University, 2005
- BA** **Business Administration**
Department of Management and Operations, Washington State University, 2000
Double major in Marketing and International Business

RESEARCH AND PUBLICATIONS

Research Interests

Strategic Management & Entrepreneurship: My primary research areas are focused on a) organizational slack, and the development and renewal of resources and capabilities; b) initial public offerings (IPOs) and issues surrounding these entrepreneurial firms, and young firm performance and growth. Other research interests include: innovation, corporate level strategies, top management teams and corporate governance.

Peer-Reviewed Journal Articles

- Sahaym, A., Cho, S., Kim, S. Mousa, F.T. (2015) “Mixed blessings: how management heterogeneity an governance structure influence the use of corporate venture capital by post-IPO firms” *Forthcoming Journal of Business Research*.
- Marsh, J.; Wales, B.; Mousa, F.T. (2015) “Countermove: How CEOs Respond to Post-Acquisition Compensation Adjustments.” *Review of Managerial Science*
- Mousa, F.T., Wales, W.; Harper, S. (2015) “When less is more: EO’s influence upon funds raised by young technology firms at IPO” *Journal of Business Research*, 68(2): 306-313.
- Liu, K; Arthurs, J.; Nam, D.; and Mousa, F.T. (2014) “Information diffusion and value redistribution among transaction partners of the IPO firm” *Strategic Management Journal*.
- Mousa, F.T., Chowdhury, J. (2014) “The relationship between organizational slack and firm innovation: revisited” *American Journal of Business*, 29(1): 26-42.
- Mousa, F.T., Ritchie, W., Reed, R. (2014) “Addressing equivocal CEO-Founder performance results: the interaction effects of CEO-Founder and board involvement on IPO value” *Management Decision*, 52(3): 642-657.
- Mousa, F.T. and Chowdhury, J. (2014). “Organizational slack effects on innovation: the moderating roles of CEO tenure and compensation?” *Journal of Business Economics and Management*, 15(2): 369-383.
- Mousa F.T., Bierly P. III, and Wales W. (2014) “Different strokes: IPO risk factors, investor valuation, and firm survival” *Journal of Management and Organization*, 20(3): 348-364.
- Mousa, F.T., Reed, R. (2013) “The impact of slack resources on high-tech IPOs” *Entrepreneurship Theory and Practice*, 37(5): 1123-1147.
- Mousa, F.T., Marlin, D., Ritchie, W. (2013) “Configurations of slack and their performance implications: an examination of high-tech IPOs” *Management Decision*, 51(2): 225-247.
- Harper, S; Mousa, F.T. (2013) “Time-and-Motion Studies” *In Oxford Bibliographies in Management*. Ed. Ricky Griffin. New York: Oxford University Press.
- Wales, W., Gupta, V. K., Mousa, F.T. (2013) “Empirical research on entrepreneurial orientation: an assessment and suggestions for future research” *International Small Business Journal*, 31(4): 357-383.
- Mousa, F.T., Wales, W. (2012) “Founder effectiveness in leveraging entrepreneurial Orientation.” *Management Decision*, 50(2): 305-324.

Simha, A., Mousa, F.T., & Kim, S.K. (2011) "Jack and Jill fall down the stress filled hill - An integrative management educational model to prevent such stressful slides" *African Journal of Business Management*, 5(19): 7945-7953.

Mousa, F. T. and Lemak, D. (2009) "The Gilbreth's quality system stands the test of time" *Journal of Management History*, 15(2): 198-215.

Published Teaching Case Studies and Other Publications

Mousa, F.T.; Holly, K. (2013) "Dominion Resources Inc." (A). Richard Ivey School of Business (*IVEY*): Ivey Publishing: London, Toronto, HongKong.

Mousa, F.T.; Holly, K (2013) "Dominion Resources Inc." (B). Richard Ivey School of Business (*IVEY*): Ivey Publishing: London, Toronto, HongKong.

Nam, D.; Arthurs, J.D.; Nielson, M; Mousa, F.T.; Liu Kun (2008). "Information disclosure and IPO valuation: What kinds of information matter and is more information always better?," *Frontiers of Entrepreneurship Research*, (28)1:1.

Media and Commentary on Research

"Make Room for a Successful IPO" in Strategy + Business Magazine, posted on January 23, 2014. Commentary on a research paper published in Entrepreneurship Theory and Practice Sept 2013 coauthored with Richard Reed.

Major Conference Presentations

Wales, W. J., Mousa, F. T., & Stein, C. (2015) Examining Affective and Cognitive Discourse at the Time of IPO: Effects on Underpricing. Paper presented at the annual meeting of the *Academy of Management (AoM)* in Vancouver, BC, Canada.

Wales, W. J., Kim, S. K., Jansen, K., Mousa, F. T. & Seong, B. (2015) A 35-year Panel Investigation of the EO-Performance Relationship. Paper presented at the annual meeting of the *Academy of Management (AoM)* in Vancouver, BC, Canada.

Kim, S.K., Mousa, F. T., Shin, J. (2014). An empirical examination of young firms choices on boundary expansion in the presence of managerial slack. *International Conference on the Frontiers of Management*, Seoul, Korea.

Shahzad, A.; Mousa, F.T. (2014) "The Implications of Slack Heterogeneity for the Slack-Resources and CSP Relationship." *Academy of Management Conference*, Philadelphia, PA.

Mousa, F.T., Wales, W.; Harper, S. (2014) "EO, IPO Value, and the moderating role of TMT external directorate networking". *Journal of Business Research* presented at the *Babson College Entrepreneurship Research Conference (BCERC)*, London, Ontario, CA.

- Mousa, F.T. and Chowdhury, J. (2013). How does CEO Tenure and CEO Compensation influence the slack Innovation relationship? *Academy of Management Conference, Orlando, FL.*
- Mousa, F.T., Sahaym, A., Cho, S., Kim, S. (2012) Mixed Blessings: How Management and Board Structure Influence Corporate Venturing by Young Post-IPO Firms". To be presented at the *Academy of Management Conference*, Boston, MA.
- Mousa F.T., Bierly P., and Wales W (2012). Comparing Internal and External IPO Risk Factors Influence on Investor Valuation and Long-term Survival. Presented at the *Academy of Management Conference*, Boston, MA.
- Kim, S.K., Mousa, F. T. (2011). Young Firms resources and their boundary choices in the face of environmental contingences. Presented at the *Academy of Management Conference*, San Antonio, TX.
- Wales, W., Gupta, V.K. , Mousa, F.T. (2011). Empirical research on entrepreneurial orientation: A comprehensive quality assessment. Presented at the *Academy of Management Conference*, San Antonio, TX.
- Simha, A., Mousa, F.T., & Kim, S.K. (2011). All work and no play make Jack and Jill fall down the stress filled hill - An integrative management educational model to prevent such slides. Accepted for presentation at the *Western Academy of Management Conference*, Victoria, British Columbia, Canada.
- Mousa, F.T. and Ritchie, W. J. (2010). "The Influence of Founder-CEOs and Board Structure on IPO Value Institution-based View" Presented at the *Southern Management Association*, St. Pete Beach, FL.
- Mousa, F.T. and Reed, R. (2010). "IPOs at the Crossroads: What is Important For Survival?" Presented at the annual meeting of the *Strategic Management Society*, Rome, Italy.
- Mousa, F.T. and Reed, R. (2010). "Slack Resources and IPO Valuation in High-Tech Firms". Presented at the Annual Meeting of the *Academy of Management Conference*, Montreal, Canada.
- Arthurs, J.; Nielson, M.; Nam, D. and Mousa, F.T. (2009). "Property Rights, Dependence on Transaction Partners, and Firm Valuation: Who Appropriates Value?" Presented at the *Babson College Entrepreneurship Research Conference* (BCERC). Chapel Hill, NC.
- Nam, D.; Arthurs, J.; Nielson, M; Mousa, F.T. (2009). "Information Disclosure and IPO Valuation: What Kinds of Information Matter and is More Information Always Better?" Presented at the *Babson College Entrepreneurship Research Conference* (BCERC). Chapel Hill, NC.

(Irene M. McCarthy Best Paper Award for High Technology Entrepreneurship)

Mousa, F.T. and Simha, A. (2008). “Descent into Dissent: Do National Culture Dimensions Play a Role in this?” Presented at the *Western Academy of Management Conference*, Oakland, CA.

Mousa, F.T. and Reed, R. (2007). “The Influence of Firm Strategy on Attracting Institutional Investors”. Presented at the *Strategic Management Society 27th Annual International Conference*, San Diego, CA.

Mousa, F. T. (2007). “Restructuring Speed and Corporate Governance Effects”. Presented at the *Western Academy of Management 48th Annual Meeting*, Missoula, MT.

Mousa, F. T. and Lemak, D. (2006). “Frank and Lillian Gilbreth: Team-mates in efficiency”. Presented at the Annual Meeting of the *Academy of Management Conference*, Atlanta, GA.

TEACHING

Courses Taught

James Madison University

1. Management of Technology and Innovation (MGT 601), MBA course
2. Management of Technology and Innovation (MGT 420), undergraduate Technology, Innovation, and Entrepreneurship (TIE) major course
3. Strategic Management (COB487), undergraduate capstone course

Washington State University

1. Strategic Management (MGTOP 491), undergraduate capstone course
2. Principles of Management and Organization (MGTOP 301), undergraduate course
3. Leadership Skills for Managers (MGT 401), undergraduate course

Independent Study (MGT 490) Faculty Advisor

Landon Francisco (2014)
Chris Tetrault (2014)
Pratt Templeton (2014)
Katie Holly (2011)

Consulting/Training

Senior Manager’s Regional Course (*Dushanbe, Tajikistan*)

One of the primary instructors in the Tajikistan Regional Senior Managers’ Course for ERW and Mine Action organized by Center for International Stabilization and Recovery (CISR) and the Tajikistan National Mine Action Center (May, 2014)

Senior Manager’s Training Course (*Harrisonburg, VA*)

One of the primary instructors who participated in the Senior Managers' Course

organized by Center for International Stabilization and Recovery (CISR) at James Madison University (Summers 2010, 2011, 2012, and 2013)

Senior Manager's Training Course (*Amman, Jordan*)

One of the primary instructors in courses in the Explosive Remnants of War International Senior Managers Training Course (ERWTC) organized by National Committee for Demining and Rehabilitation (NCDR) (Oct 2009, Oct, 2010, Oct, 2011)

PROFESSIONAL ACTIVITIES

James Madison University (Service)

- 2015 *Chair*, Search Committee, Department of Management, College of business, James Madison University –Tenure Track Strategy Entrepreneurship Position
- 2015 *Chair*, Search Committee, Department of Management, College of business, James Madison University –Tenure Track Strategy Consulting Position
- 2015-present Board Member, Center for Entrepreneurship (College)
- 2015-present *Member*, Department of Management Curriculum Committee, College of Business, James Madison University
- 2015-present *Member*, Innovation, Creativity, Collaboration, and Entrepreneurship (ICCE) Task Force (University), James Madison University
- 2015-present Entrepreneurship Minor Committee, College of Business, James Madison University
- 2015-present Member, Personnel Action Committee (PAC), Department of Management-James Madison University
- 2015 *Chair*, Search Committee, Department of Management, College of business, James Madison University – Visiting Professor Strategy Position (PhD)-summer
- 2015 *Chair*, Search Committee, Department of Management, College of business, James Madison University – Visiting Professor Strategy Position (MBA)-summer
- 2015-present Director of Research, Center for Entrepreneurship (College)
- 2015-present Department Faculty Liaison, COB Center for Entrepreneurship
- 2015-present Honor Thesis Committee Member (College)
- 2014-present *Member*, Madison Consulting Steering Committee, College of business, James Madison University
- 2014 *Chair*, Search Committee, Department of Management, College of business,

James Madison University—Visiting Professor (Dr. Irem Demirkan)

- 2014 *Member*, Associate Dean for Undergraduate Programs Search Committee, College of Business, James Madison University
- 2013 *Chair*, Search Committee, Department of Management, College of business, James Madison University—Tenure Track (Dr. Fiona Ji)
- 2012-present *Member*, COB Board of Advisors Liaison, Department of Management, College of Business, James Madison University
- 2010, 2011 JMU Career & Academic Planning, Employer Lunch Program (College)
- 2010 *Member*, Search Committee, Department of Management, College of Business, James Madison University (Dr. Ali Shazad)
- 2010, 2011 Academic Program Review Committee (Department)
- 2009-present Member, Management Department International Training Group (ITG)
- 2009-2015 *Member*, Diversity Council, Department of Management representative, College of Business, James Madison University
- 2007 - 2008 *Graduate Student Director*, Board of the Student Book Corporation, Washington State University, Pullman, WA – 5 locations

Professional Service

Editorial Review Board - American Journal of Business (since 2012)
Ad Hoc Reviewer for Entrepreneurship Theory and Practice
Ad Hoc Reviewer for Entrepreneurship & Regional Development
Ad Hoc Reviewer for Journal of Management Studies
Ad Hoc Reviewer for Journal of Business Venturing
Ad Hoc Reviewer for R&D Management
Ad Hoc Reviewer for Journal of Business Research
Ad Hoc Reviewer for Journal of Small Business Management
Ad Hoc Reviewer for International Small Business Journal
Ad Hoc Reviewer for Management Decision
Ad Hoc Reviewer for Global Business and Finance Review

Professional Affiliations

Academy of Management
Business Policy and Strategy Division
Technology and Innovation Management Division

AWARDS

- 2014-15 Dean's Impact Award (College of Business)
- 2014 Nominated to represent JMU for the 2014 Virginia Outstanding Faculty Rising "Star Award", State Council for Higher Education for Virginia (University)
- 2014 College of Business Faculty Summer Research Grant
- 2014 American Journal of Business Outstanding Reviewer Award
- 2014 Received an Honorable Mention from American Journal of Business Awards Committee for the "quality and timeliness" of the reviews.
- 2013 College of Business Faculty Summer Research Grant
- 2012 JMU Distinguished Service Award, COB/CISR collaboration. Awarded, along with the COB/CISR faculty team
- 2011 College of Business Community Service Award, along with the COB faculty team
- 2011 Nominated to represent the college of business for JMU's Diversity Enhancement Award
- 2011 Awarded a research grant from the Gilliam Center for Ethical Business Leadership at James Madison University
- 2010 College of Business Faculty Summer Research Grant
- 2010 Faculty Research Grant (Tobin Family Endowment for Faculty Support).
- 2009 Irene M. McCarthy Award for the Best Paper on the Topic of High Technology, Babson Entrepreneurship Research Conference

PROFESSIONAL AND INDUSTRY EXPERIENCE

- 2001 - 2003 *Business Methods Analyst, The Boeing Company, Everett, WA.*
- 2001 Store Manager, McDonalds, West Seattle, WA.
- 2000 *Financial Representative, Northwestern Mutual Life Company, Seattle, WA.*