

Katalin Takacs Haynes

September 2023

University of Delaware, Alfred Lerner College of Business and Economics

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[Google Scholar Profile](#)

EMPLOYMENT

Professor with Tenure	2023 - present
Management Area Head	2022 - 2025
<i>University of Delaware</i>	
<i>Lerner College of Business and Economics</i>	
<i>Department of Business Administration</i>	
Associate Professor with Tenure	2015 - 2023
Faculty Director of MBA and Graduate Programs	2015 - 2021
Faculty Director, Carol A. Ammon MBA Case Competition	2017 - 2021
Faculty Director, Christiana Health System PocketMBA	2017 - 2021
<i>University of Delaware</i>	
<i>Lerner College of Business and Economics</i>	
<i>Department of Business Administration</i>	
Assistant Professor, Tenure-track	2011 - 2015
<i>University of Delaware</i>	
<i>Lerner College of Business and Economics</i>	
<i>Department of Business Administration</i>	
Assistant Professor (Tenure-track)	2007 - 2011
<i>Texas A&M University</i>	
<i>Mays Business School</i>	
<i>Department of Management</i>	

EDUCATION

Ph.D. Strategic Management	2002 - 2007
W. P. Carey School of Business, Arizona State University	
Master of International Management	2000 - 2001
Thunderbird, the American Graduate School of International Management	
Master of Business Administration	1999 - 2000
W. P. Carey School of Business, Arizona State University	
Bachelor and Master of Arts – English & French Dual Degree	
Faculty of Humanities	
Eotvos Lorand University of Sciences, (estd. 1635), Budapest, Hungary	

AWARDS

Research

- 2018 - 2022 Bancroft Construction Faculty Fellowship by Lerner College, U. of Delaware
2015 Outstanding Junior Faculty Research Award by Lerner College, U. of Delaware
2014 Outstanding Scholarship Award by Dept. of Business Admin., U. of Delaware
2014 General University Research Grant, by U. of Delaware
2013 ASQ Scholarly Impact Award, from *Administrative Science Quarterly*
2013 Greif Research Impact Award, by University of Southern California

Teaching

- 2013 MBA Outstanding Teaching Award, awarded by graduating MBA class of Lerner College, U. of Delaware
2018 - 2022 Finalist, MBA Outstanding Teaching Award, nominated by graduating MBA class of Lerner College, U. of Delaware

Service

- 2019 Outstanding Service Award, awarded by Department of Business Administration, Lerner College, U. of Delaware

Reviewing

- 2014 Outstanding Reviewer Award, from *Emerald Publishing Literati Network*
2013 Outstanding Reviewer Award, from *American Journal of Business*

RESEARCH

Peer-reviewed journal articles

- Rašković, M.* , Takacs Haynes, K. & Vangeli, A.* , 2023. The emergence of populism as an institution and its recursive mechanisms: A socio-cognitive theory perspective. *Journal of International Business Policy*, 1-22.
Accepted into the JIBP Populist Politics and International Business Policy Collection. Accessed over 650 times since June 2023.
- Takacs Haynes, K., & Rašković, M.* 2021. Living with corruption in Central and Eastern Europe: Social identity and the role of moral disengagement. *Journal of Business Ethics*, 174 (4), 825-845.
Accessed over 5,000 times, most accessed article in Special Issue on Central and Eastern Europe.

* indicates junior co-author

** indicates doctoral student co-author

- Rašković, M.*, & Takacs Haynes, K. 2020. (Re)discovering social identity theory: An agenda for multinational enterprise internalization theory. *Multinational Business Review*, 29 (2), 145-165.
- Takacs Haynes, K., Zattoni, A., Boyd, B. K., & Minichilli, A. 2019. Figureheads or potentates? CEO power and board oversight in the context of Sarbanes Oxley. *Corporate Governance: An International Review*, 27 (6), 402-426.
- Zona, F.*, Boyd, B. K., & Takacs Haynes, K. 2019. Coordination, control, or charade? The role of board interlocks among business group members. *Management Decision*, 57 (10), 2630-2652.
- Hitt, M. A. & Takacs Haynes, K. 2018. CEO overpayment and underpayment: executives, governance and institutions, *Management Research*, 16 (1), 38-46.
- Takacs Haynes, K., Campbell, J.** & Hitt, M. A. 2017. When more is not enough: Executive greed and its influence on shareholder wealth. *Journal of Management*. 43 (2), 555 – 584.
Media coverage in Washington Post, Human Resource Executive, London School of Economics and numerous other international media sources, as well as UDaily and the Lerner Newsletter. Archived at the Daedalus Trust, London, UK.
- Connelly, B.L.**, Takacs Haynes, K., Tihanyi, L., Gamache, D.**, & Devers, C. 2016. Minding the gap: Antecedents and consequences of top management-to-worker pay dispersion. *Journal of Management*, 42 (4), 862-885.
Promotional YouTube video: <https://www.youtube.com/watch?v=ZA37ASgvXSE>.
- Takacs Haynes, K., Hitt, M. A., & Campbell, J.** T. 2015. The dark side of leadership: Towards a mid-range theory of hubris and greed in entrepreneurial contexts. *Journal of Management Studies*, 52 (4), 479-505.
- Takacs Haynes, K., Hitt, M. A., & Josefy, M.** 2015. Tipping point: How self-interest turns into greed, or altruism. *Journal of Leadership and Organizational Studies*, 22 (3), 265-279.
Featured on the London Business School Business Review in Dec. 2015.
<http://blogs.lse.ac.uk/businessreview/2015/12/18/altruist-ceos-can-be-as-risky-as-greedy-ones/>
- Takacs Haynes, K. 2014. Something old, something new: Culture and CEO compensation revisited. *American Journal of Business*, 29 (1), 5-25.
- Boyd, B. K., Takacs Haynes, K., Hitt, M. A., Ketchen, D. & Bergh, D. 2012. Contingency hypotheses in strategic management research: Use, disuse, or misuse? *Journal of Management*, 38 (1), 278-313.
- Boyd, B. K., Takacs Haynes, K. & Zona, F.* 2011. Dimensions of CEO-board relations. *Journal of Management Studies*, 48 (8), 1467-1923.

- Takacs Haynes K. & Hillman, A. 2010. Board capital, strategic change and CEO power. *Strategic Management Journal*, 31 (11), 1145-1163.
- Hitt, M. A., Takacs Haynes, K. & Serpa, R. 2010. Strategic leadership in the twenty-first century. *Business Horizons*, 53 (5), 437-453.
- Gomez-Mejia, L.R., Takacs Haynes, K., Nunez-Nickel, M., Jacobson, K. J. L. and Moyano-Fuentes, J. 2007. Socioemotional wealth and business risks in family-controlled firms: Evidence from Spanish olive mills, *Administrative Science Quarterly*, 52(1), 106-137. *Winner of the 2013 ASQ Scholarly Impact Award.*
Winner of the 2013 Greif Research Award for Scholarly Impact in Entrepreneurship.

Other published work

Book chapters

- Takacs Haynes, K. 2021. Psychology of Greed. 2021. *The Psychology of Extremism: A Motivational Perspective* edited by Arie W. Kruglanski, Catalina Kopetz, and Ewa Szumowska, pp. 203-229.
- Takacs Haynes, K. & Ireland, D. 2017. Social construction of boundaries of the official and unofficial economies. In *The Oxford Handbook of Strategy Implementation and the Management of Resources*. M. A. Hitt, S. E. Jackson, S. Carmona, L. Bierman, C. E. Shalley and M. Wright, Eds. Oxford University Press: New York.
- Takacs Haynes, K. 2008. The effect of institutions on the difference in CEO pay levels across countries. In Gomez-Mejia, L. & Werner, S. (eds.) *Global Compensation*.
- Hom, P. & Takacs Haynes, K. 2007. Applying advanced panel methods to strategic management research: A tutorial. In Ketchen, D. & Bergh, D. (eds.) *Research methodology in strategy and management*. Volume 4:193-272.

Best Paper Proceedings and Best Paper Award Finalist Nomination

- Takacs Haynes, K., Campbell, J. & Hitt, M. 2010. Greed, hubris and power: Effects on firm outcomes. *Academy of Management Best Paper Proceedings*.
- Zona, F., Boyd, B. & Takacs Haynes, K. 2010. Board interlocking in Italian telecom business groups. *Strategic Management Society Annual Meeting. Top Ten Finalist for Best Paper Award*.
- Sirmon, D.G., Fraser, D., Tuggle, C., Takacs Haynes, K. & Babu, B. 2008. Exploring how directors' prior extra- and intra-industry board experiences affect the formulation of functional strategies. *Academy of Management Best Paper Proceedings*.

Conference Presentations

- Raskovic, M., Takacs-Haynes, K. & Vangeli, A. 2022. Populism as a critical institution: A social psychology framework. *Journal of International Business and Policy: Alpine Winter Conference*, Vienna & Innsbruck, Austria.
- Takacs Haynes, K. & Bragaw, N. 2020. Corporate greed: Formalizing the construct and explicating its organizational consequences. *Academy of Management Annual Meeting* (online)
- Takacs-Haynes, K. & Bragaw, N. 2019. Corporate greed: Introduction of the construct. *EIBA Conference/ JMS PDW*, Leeds, UK.
- Takacs Haynes, K., Weaver, G. & Misangyi, V. 2018. Angels and demons: Corruption and bribery in entrepreneurship in a transitional economy. *Sustainability, Ethics and Entrepreneurship Annual Conference*, Washington DC.
- Takacs Haynes, K. & Newland, B. 2017. The normalization of corruption in the Olympic Movement. *Sustainability, Ethics and Entrepreneurship Annual Conference*, San Juan, Puerto Rico.
- Takacs Haynes, K., Hitt, M. A. & Campbell, J. T. 2014. Greed and hubris in entrepreneurship: The effect on human and social capital. *European Academy of Management Annual Conference*, Valencia, Spain.
- Schulze, W., Reed, R., Takacs Haynes, K. & Barnes, S. 2014. Competitive dynamics in the global wine industry. *Western Academy of Management Annual Conference*, Napa Valley, CA.
- Takacs Haynes, K. & Schijven, M. 2012. Integration across the board: What drives post-acquisition appointments of target firm directors to acquirers' boards? *Strategic Management Society Annual Conference*, Prague, Czech, Republic.
- Gove, S. & Boyd, B. (Co-chairs), Bergh, D., Takacs Haynes, K. & Rasheed, A. 2012. Bibliometric approaches for understanding strategic management in transition. *Strategic Management Society Annual Conference*, Prague, Czech, Republic.
- Connelly, B., Takacs Haynes, K., Tihanyi, L. & Devers, C. 2011. Exporting pay practices: The influence of U. S. institutional investors on global pay inequality. *Strategic Management Society Annual Conference*, Miami, FL.
- Boyd, B. (Chair), Takacs Haynes, K., Hitt, M. & Geletkanycz, M. 2011. Contingency approaches and methodologies. *Strategic Management Society Annual Conference*, Miami, FL.

- Takacs Haynes, K., Campbell, J. & Hitt, M. 2010. Greed, hubris and power: Effects on firm outcomes. *Academy of Management Annual Meeting*, Montreal, Canada.
- Zona, F., Boyd, B. & Takacs Haynes, K. 2010. Board interlocks among business group members. *Academy of Management Annual Meeting*, Montreal, Canada.
- Jensen, M. C., Erhard, W., & Granger, K. 2010. Being a leader and the effective exercise of leadership: An ontological model. Organizer: Takacs Haynes, K. PDW at *Academy of Management Annual Meeting*, Montreal, Canada.
- Takacs Haynes, K., Ireland, D., Webb, J. & Dacin, T. 2010. Governance mechanisms, managerial practices and boundary violations: A model of legal/illegal and legitimate/illegitimate economic order. *Strategic Management Society Annual Conference*, Rome, Italy.
- Takacs Haynes, K., Campbell, J. & Hitt, M. 2009. Greed, hubris and governance: Impact on downside risk and firm performance. *Strategic Management Society Annual Conference*, Washington, DC.
- Pathak, S., Takacs Haynes, K. & Carlin, B. 2009. What keeps them going: Examination of subsidiary resilience to terrorist attacks in the host country. *Strategic Management Society Annual Conference*, Washington, DC.
- Takacs Haynes, K., Tihanyi, L., Devers, C. & Connelly, B. 2009. The effect of institutions on the CEO-worker pay gap across countries. *Academy of Management Annual Meeting*, Chicago, IL.
- Shropshire, C., Takacs Haynes, K. & Hillman, A. 2009. The evolution of board composition. *Academy of Management Annual Meeting*, Chicago, IL.
- Pathak, S. & Takacs Haynes, K. Typology of external directorships. 2009. *Academy of Management Annual Meeting*, Chicago, IL.
- Sirmon, D., Bierman, L., Tuggle, C. & Takacs Haynes, K. 2008. Board director experience as a determinant of investment risk propensity. *Academy of Management Annual Meeting*, Anaheim, CA.
- Takacs Haynes K., & Boyd, B. Board capital and firm performance. 2008. *Strategic Management Society Annual Meeting*, Cologne, Germany.
- Takacs Haynes, K. 2006. The impact of country-level institutions on CEO compensation. *Academy of Management Annual Meeting*, Atlanta, GA.
- Takacs Haynes, K., Gomez-Mejia, L., Nunez, M. & Langkamp, K. 2004. Economic rationality versus identification: The paradox between risk and control in family firms. *Academy of Management Annual Meeting*, New Orleans, LA.

Hillman, A. & Takacs Haynes, K. 2004. The relationship between institutional environment, board function and firm performance. *Academy of Management Annual Meeting*, New Orleans, LA.

Hitt, M. A., Vaidyanath, D., Pisano, V. & Takacs Haynes, K. 2004. The impact of international diversification experience and environment on modes of entry choice. *Strategic Management Society Annual Conference*, San Juan, Puerto Rico.

TEACHING

University of Delaware, Lerner College of Business and Economics

Professor

Business Ethics (hybrid)	MBA Program
Strategic Leadership (online only, due to pandemic)	MBA Program
Corporate Strategy (online and on campus)	MBA Program
International Marketing Strategy (online)	Graduate / MBA Program
Negotiation and Conflict Resolution (on campus)	Graduate / MBA Program
Corporate Strategy (on campus)	Executive MBA
Managing the Global Enterprise (on campus)	UG Program
Strategic Management (on campus)	UG Program

Texas A&M University, Mays Business School

Professor

International Management	UG and Honors Program
Business and Corporate Strategy	Graduate Program
Strategic Entrepreneurship (Co-instructor)	Doctoral Seminar
Strategic Management	Undergraduate Program

Arizona State University, W. P. Carey School of Business

Instructor

International Management - Undergraduate (UG) Program	2005 - 2006
Organizational Leadership and Management – UG Program	2004 - 2006
Strategic Leadership – Undergraduate (UG) Program	2003

Course Material Development (for Dr. Brian K. Boyd)

Online Corporate MBA Program

Executive Team Building (with Dr Brian K. Boyd)

Ford Leadership Program	2004
Online Corporate MBA Program	2003 - 2006
Singaporean Air Force-Luke Air Force Base	2006

SERVICE

Academic

Mentoring

OMT Junior Faculty Consortium, AOM Annual Meeting, Seattle, WA	2022
OMT Junior Faculty Consortium, AOM Annual Meeting, Anaheim, CA	2016
Junior Faculty Mentor, University of Delaware, Lerner College	
- Dr. Scott Bentley	2022 - 2023
- Dr. Sal Mistry	2020 - 2023
- Dr. Nathan Bragaw	2017 - 2020
- Dr. Brianna Newland	2015 - 2016
Doctoral student mentoring at Texas A&M, Mays School	
- Li Dai	
- Brian Connelly	
- Joanna Campbell	

Editorial review board

Journal of Management Studies	2021 - 2023
Corporate Governance: An International Review	2021 - 2023
American Journal of Business	2012 - 2014

Reviewer

Academy of Management Journal
Academy of Management Review
American Journal of Business
Business Ethics Quarterly
Corporate Governance: An International Review
Journal of Business Ethics
Journal of Business Venturing
Journal of Management
Journal of Management Studies
Organization Science
Organizational Research Methods
Strategic Management Journal

Community

City of Newark

Member of the Board and UD Liaison, The Newark Partnership (TNP)	2018 - 2020
Member, Economic Enhancement Committee (TNP)	2018 - 2020

Organizational

University of Delaware, Lerner College of Business and Economics

Management Area Head	2022 - 2025
Chair of Strategy TT Faculty Search Committee	2022
Chair of Strategy TT Faculty Search Committee	2021
Management Research Summit, Founder, Host, Lead organizer	2018 - 2023
MBA Case Competition Director (significant workload increase in 2019)	2017 - 2021
Christiana Care Health System Pocket MBA Faculty Director	2017 - 2021
Faculty Senator	2017 - 2019
UD Graduate College Task Force Ad Hoc Advisor	2017
Member IB and Entrepreneurship Search Committees	2017
BUAD Department Promotion and Tenure Committee	2016 - 2023
Associate Faculty Director for MBA Programs	2015 - 2021
Graduate Studies Senate Committee	2015 - 2017
Lerner College Promotion and Tenure Committee	2015 - 2017
Chair of “Welcome Wagon” Task Force for new BUAD faculty	2014 - 2023
Discovery Days	2014
UG Professionalism Task Force	2014
Convocation	2014
Member, Faculty Search Committee (during sabbatical)	2013
Decision Days	2013
CARMA coordinator	2012 - 2013
Member, Faculty Search Committee	2012
Member, Faculty Search Committee	2011

Texas A&M University, Mays Business School

Faculty Search Committee – Department of Management	2008 - 2009
Executive Council – Department of Management	2007 - 2008
Faculty Advisor - Social Entrepreneurship Student Club	2007 - 2008

Arizona State University, W. P. Carey School of Business

New Doctoral Student Mentor	2004 - 2005
Regents’ Induction Ceremony Speaker for L. Gomez-Mejia	2004
Brownbag Workshop Series Organizer	2003 - 2005
Doctoral Student Recruiter	2002 - 2005
Conference Organizer Summit Del Sol	2003

MEMBERSHIPS, AWARDS, GRANTS, SCHOLARSHIPS

Member

Academy of Management	Since 2002
Strategic Management Society	Since 2005
Academy of International Business	Since 2019

Grants, awards

Bancroft Construction Faculty Fellowship	(\$32,000)	2018 - 2022
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Outstanding Service Award (BUAD/Lerner)		2019
General University Research Award	(\$6,000)	2014 - 2017
Outstanding Researcher Award (BUAD/Lerner)	(\$4,000)	2014
Outstanding Reviewer Award (Am J of Bus)	(\$500)	2014
Scholarly Impact Award, Administrative Science Quarterly		2013
Greif Research Impact Award for ASQ article	(\$5,000)	2013
MBA Outstanding Teaching Award (Lerner)		2013
Transformative Leadership Training Scholarship (US Air Force Acad.)		2010
Mays Research Summer Research Support Grant		2008
W. P. Carey Summer Research Grant		2006
ASU Division of Graduate Studies Travel Grant		2006
ASU Graduate College Award		2003 - 2006
ASU Graduate Academic Scholarships		2002 - 2005
Thunderbird Worldwide Scholarship	(\$25,000)	1999 - 2000
Thunderbird Mavis Voris Merit Grant (scholarship and service)		2000
ASU Regent's Scholarship (scholarship)		1998 - 1999