

## Aten K. Zaandam, PhD

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### RESEARCH APPOINTMENTS

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- 2025 - Present **Vanderbilt University**  
Postdoctoral Scholar: Management
- 2023 - 2024 **Duke University**  
Postdoctoral Scholar: Strategic Leadership and Human Capital Management
- 2022 - 2023 **Babson College**  
Predoctoral Fellow: Management and Entrepreneurship
- 2016 - 2019 **United States Navy**  
Researcher: Strategic Leadership

### EDUCATION

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- 2024 **Kent State University**  
Ph.D., Business Administration
- 2017 **Florida Institute of Technology**  
M.S., Industrial Organizational Psychology
- 2014 **Florida A&M University**  
M.S., Community Psychology
- 2010 **University of Central Florida**  
B.S., Psychology

### PUBLICATIONS

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- Zaandam, A.**, with Hubbard T., & Markoczy, L. (2026, in-press). The Resource Insecurity Mindset: Why CEOs from Lower-Class Origins Are Both Greedier and More Generous. *Academy of Management Journal*. (All authors contributed equally).
- Hasija, D., **Zaandam, A.**, Stettler, T., Ellstrand, A., & Guldiken, O. A. (2026, in-press). Process Model of Board Characteristics and Firm Performance: A Meta-analytic Structural Equation Modeling Approach. *Corporate Governance: An International Review*.
- Zaandam, A.**, Hasija, D., Ellstrand, A. E., & Cummings, M. E. (2021). Founder and professional CEOs' performance differences across institutions: A meta-analytic study. *Global Strategy Journal*, 11(4), 620-655.

### UNDER REVIEW

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- Zaandam, A.**, Short, C., Yang, R., & Haleblan, J., Catch Up or Double Down? How Competitor Type Shapes External Corporate Venturing in Pharmaceutical R&D. *Academy of Management Journal*.
- Zaandam, A.**, Hubbard T., & Short C. Introducing A Large-Scale, Multimodal Database of Executive Video Interviews. *Organization Science*.
- Zaandam, A.**, & Hubbard, T., CEO greed and vertical integration: Going it alone or collaborating with others. *Journal of Management*.
- Zaandam, A.**, Triana, M. & Barr-Pulliam, D. Does Partisanship Penalize Female Leaders? Auditor Evaluations in the Wake of Corporate Misstatements. *Management Science*.

**Zaandam, A.**, & Hubbard, T., When Self-Interest Serves Others: Greed, Attention, and Resource Reallocation in Crises. *Journal of Management Studies*.

Jooyoung, K., **Zaandam, A.**, & Triana, M. The Glass Signal: How Female Board Appointments Become Pathways to Mobility. *Organization Science*.

#### WORK IN PROGRESS

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**Zaandam, A.**, Hubbard T. & Campbell, J. From the Kitchen Table to the Boardroom: How Spousal Experiences Shape CEO Advocacy for Gender Pay Equity. (Final Stages of Preparation)

Short, C., **Zaandam, A.**, & Padrón-Hernández, I., When Does Scale Serve Society? Financing Dependence and the Delivery of Rare-Disease Therapies. (Final Stages of Preparation)

**Zaandam, A.**, & Wernicke, G., The Goldilocks Board: A Behavioral Agency Theory of Board Empathy and CEO Overpayment. (Manuscript Preparation)

Hubbard, T., Short, C., & **Zaandam, A.**, Computational Ghosts: Spectral Agency and Organizational Memory in the Age of Artificial Intelligence. (Manuscript Preparation)

**Zaandam, A.**, & Thatchenkery, S. Keep Your Enemies Close: The Asymmetry of Cooperative Executive Rhetoric and Aggressive Competitive Action. (Data Analyses)

#### SELECTED CONFERENCE PRESENTATIONS

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**Zaandam, A.**, & Hubbard, T., (2025). The Voices of Mobility: How Career Trajectories Shape the Communication Patterns of Top Executives. *Academy of Management Proceedings*.

Markoczy, L., **Zaandam, A.**, (2024). When do Female CEOs conform to industry norms? Strategic Management Society (Forthcoming). *Academy of Management Proceedings*.

**Zaandam, A.**, Hubbard T., & Markoczy, L., (2024). Do tough lives make greedy bosses: Upward social mobility and CEO greed. *Strategic Management Society*. Istanbul, TR

**Zaandam, A.** & Hubbard, T., (2023). CEO greed and prosocial Behavior, *Academy of Management Proceedings* (Vol. 2023, No. 1, p. 19013).

Markoczy, L., **Zaandam, A.**, (2023). Going along versus going alone? Why do female CEOs conform with rather than deviate from industry norms?. *Strategic Management Society*. Toronto, CA

**Zaandam, A.** & Hubbard, T., (2023). CEO greed and prosocial Behavior, *Academy of Management Proceedings* (Vol. 2023, No. 1, p. 19013).

**Zaandam, A.** & Markoczy, L., (2022). A dynamic relationship between CEO social class origin, career experience, and employee treatment. *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 17461).

#### TEACHING EXPERIENCE

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**History of Business, Duke University, Durham, NC**  
Co-Teacher (January 2024 – June 2024)

**Leadership and Management, Towson University, Kent, OH**  
Co-Teacher (August 2022 – December 2022)

**International Business, Kent State University, Kent, OH**  
Instructor of Record (August 2021 – May 2022)

**Advanced Statistical Methods, Florida A&M University, Tallahassee, FL**  
Teaching Assistant (August 2012 – June 2013)

**Human Growth and Development, Florida A&M University, Tallahassee, FL** Teaching Assistant  
(January 2013 – June 2013)

#### SERVICE & REVIEWING

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Hank & Billye Suber Aaron Young Scholars Summer Research Institute, (2023– Current)

Academy of Management Annual Conference, Reviewer (2022 – Current)

Academy of Management Journal, (ad hoc) Reviewer (2024 – Current)

Global Strategy Journal, (ad hoc) Reviewer (2024 – Current)

Strategic Management Society Annual Conference, Reviewer (2022 – Current)

#### MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

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2020 - Present, Academy of Management

2021 - Present, Strategic Management Society

#### PROFESSIONAL REFERENCES

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Timothy Hubbard (University of Notre Dame) – [Tim.Hubbard@dcu.ie](mailto:Tim.Hubbard@dcu.ie)

Livia Markoczy (University of Illinois Chicago) – [Livmarko@uic.edu](mailto:Livmarko@uic.edu)

Maria del Carmen Triana (Vanderbilt University) – [Maria.Triana@vanderbilt.edu](mailto:Maria.Triana@vanderbilt.edu)

Cole Short (Pepperdine University) – [Cole.Short@pepperdine.edu](mailto:Cole.Short@pepperdine.edu)

Jose Uribe (Indiana University) – [Uribej@iu.edu](mailto:Uribej@iu.edu)

Georg Wernicke (HEC Paris) – [Wernicke@hec.fr](mailto:Wernicke@hec.fr)

Alexander Lewis (University of Texas, San Antonio) – [Alexander.Lewis@utsa.edu](mailto:Alexander.Lewis@utsa.edu)