**JOSE TRIBO GINE**

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## EXPERTISE

Research: Corporate Social Responsibility; Strategy; Innovation; Corporate Finance.
Teaching: Strategy; Corporate Social Responsibility; Business Economics & Strategy, Corporate Governance; Corporate Finance; Venture Capital; Financial Management; Financial Economics.

## ACADEMIC POSITIONS

Professor (with tenure), School of Business, Stevens Institute of Technology in NJ (2023-).
Associate Professor, School of Business, Stevens Institute of Technology in NJ (2020-23).
Visiting, Department of International Business, Baruch College at Zicklin School of Business of New York (2018-2019).
Professor, Department of Business Administration, University Carlos III (2009-…)
Associate Professor (with tenure), Department of Business Administration, University Carlos III of Madrid (2003-2009).
Assistant Professor, Department of Business Administration, University Carlos III of Madrid (1997-2002).

## EDUCATIONAL BACKGROUND

University Autonoma of Barcelona (Spain), Department of Economics
Ph.D. in Business Economics, September 1997.
Title: Firms, Contracts and Markets.
Ph D Advisor: Miguel A. García Cestona (Ph D from Stanford University)
University Autonoma of Barcelona (Spain), Department of Economics
Master in Business Economics, September 1994
Advisor: Miguel A. García Cestona (Ph D from Stanford University)
University of Barcelona, School of Physics (Spain).
Bachelor in Theoretical Physics, 1991.

# 1. RESEARCH

## 1.1. PUBLICATIONS (peer reviewed)

***With Stevens Affiliation***

36. "Digital Transformation and Enterprise Resilience Management in China", Josep A Tribo, Junhua Chen and Shuya Hao. Accepted at *Information Systems Frontiers* (**ABS3**)

35. "Redundancy or Cross-Validation of Environmental Governance? ISO 14001 and Environmental Stringency for Emission Reduction", Irene Margaret, Jordi Surroca and Josep A Tribo. *Journal of Management Studies* (2026). DOI: https://doi.org/10.1111/joms.70137 (**FT50**).

34. "Understanding the effect of health technologies on hospital outcomes: the complementary role of clinical research.", Antonio Garcia and Josep A Tribo. *Health Policy Science & Technology* 15(6). (2026). DOI: https://doi.org/10.1016/j.hlpt.2026.101216 (**IF 3.4**).

33. "Signaling and herding in reward-based crowdfunding" Gabriel Rodriguez, Maria Gutierrez and Josep A Tribo. Small Business Economics 64, pp. 889-916. (2025). DOI: https://doi.org/10.1007/s11187-024-00933-z. (**ABS3**). IF (2024): 4.8.

32."Innovation vs. Standardization: The Conjoint Effect of Eco-Innovation and Environmental Certifications on Firm Environmental Performance" Jordi Surroca, Jesus Valero, Ivan Montiel, Josep Tribo and Leopoldo Gutierrez. *Research Policy* 52(4), (2023). DOI: https://doi.org/10.1016/j.respo l.2023.104737 (**FT50**). IF (2022): 8.11

31. "Rainbow wash or rainbow revolution? Dynamic stakeholder engagement for the sustainable development goals" Leopoldo Gutierrez, Ivan Montiel, Jordi Surroca and Josep A Tribo *Journal of Business Ethics* 180, pp. 1113–1136 (2022). DOI: https://doi.org/10.1007/s10551-022-05190-2 (**FT50**). IF (2021): 6.331 (2/56, Q1 in Ethics).

30. "Are syndicated loans truly less expensive?" Janko Hernández, Josep A Tribo and María de las Mercedes Adamuz. *Journal of Banking and Finance* 120 (2020). DOI: https://doi.org/10.1016/j.jbankfin.2020.105942 (**ABS3**). IF (2021): 3.539 (37/111, Q2 in Business, Finance).

29. "Unpacking the black box of trade credit to socially responsible customers" Yanlei Zhang, Juan Manuel García Lara and Josep A Tribo. *Journal of Banking and Finance* 119 (2020). DOI: https://doi.org/10.1016/j.jbankfin.2020.105908 (**ABS3**). IF (2021): 3.539 (37/111, Q2 in Business, Finance).

28. "Is managerial entrenchment always bad and corporate social responsibility always good? A cross-national examination of their combined influence on shareholder value", Jordi Surroca, Ruth Aguilera, Kurt Desender and Josep A Tribo. *Strategic Management Journal* 41(5), pp. 891-920 (2020). DOI: https://doi.org/10.1002/smj.3132 (**FT50**). IF (2021): 7.815 (44/226, Q1 in Management).

***With Universidad Carlos III of Madrid Affiliation***

27. "Managerial Incentives for Attracting Attention", María Gutiérrez, Nino Papiashvili, Josep A Tribo and Antonio Vazquez. *European Financial Management* 26(4), pp. 896-937 (2020). DOI: https://doi.org/10.1111/eufm.12248 (**ABS3**). IF (2021): 2.295 (69/111, Q3 in Business, Finance).

26. "Banks' Equity Holdings and their Impact on Securities Issues", Josep A Tribo. *Corporate Governance: An International Review* 27(1), pp. 45–60 (2019). DOI: https://doi.org/10.1111/corg.12257 (**ABS3)**. IF (2021): 5.66 (12/111, Q1 in Business, Finance).

25. "The Impact of Health Research on Length of Stay in Spanish Public Hospitals", Antonio García-Romero, Álvaro Escribano and Josep A Tribo. *Research Policy* 46(3), pp. 591– 604 (2017). DOI: https://doi.org/10.1016/j.respol.2017.01.006 **(FT50**). IF (2021): 9.473 (24/226, Q1 in Management).

24. "Using Panel Data DEA to measure CEOs' Focus of Attention: An Application to the Study of Cognitive Group Membership and Performance", Jordi Surroca, Diego Prior and Josep A Tribo. *Strategic Management Journal* 37(2), pp. 370–388 (2016). DOI: https://doi.org/10.1002/smj.2350 (**FT50**). IF (2021): 7.815 (44/226, Q1 in Management).

23. "Segment Disclosure and Cost of Capital", Belen Blanco, Juan Manuel García Lara and Josep A. Tribo. *Journal of Business Finance and Accounting* 42 (3-4), pp. 367-411 (2015). DOI: https://doi.org/10.1111/jbfa.12106. (**ABS3**). IF (2021): 2.709 (57/111, Q3 in Business, Finance).

22. "Creditor Intervention, Investment, and Growth Opportunities", Beatriz Mariano and Josep A Tribo. *Journal of Financial Services Research* 47(2), pp. 203-228 (2015). DOI: https://doi.org/10.1007/s10693-013-0188-9 (**ABS3)**. IF (2021): 1.48 (89/111, Q4 in Business, Finance).

21. "The relation between segment disclosure and earnings quality", with Belen Blanco, Juan Manuel García Lara and Josep A Tribo. *Journal of Accounting and Public Policy* 33(5), pp. 449-469 (2014). DOI: https://doi.org/10.1016/j.jaccpubpol.2014.06.002 **(ABS3)**. IF (2021): 3.629 (13/49, Q1 in Public Administration).

20. "Impact of Ethical Behavior on Syndicated Loan Rates", Moshe Kim, Jordi Surroca and Josep A Tribo. *Journal of Banking and Finance* 38, pp. 122-144 (2014). DOI: https://doi.org/10.1016/j.jbankfin.2013.10.006 (**ABS3**). IF (2021): 3.539 (37/111, Q2 in Business, Finance).

19. "Stakeholder Pressure on MNEs and the Transfer of Socially Irresponsible Practices to Subsidiaries", Jordi Surroca, Josep A Tribo, and Shaker Zahra, *Academy of Management Journal* 56, pp. 549-572 (2013). DOI: https://doi.org/10.5465/amj.2010.0962 **(FT50)**. IF (2021): 10.979 (15/226, Q1 in Management).

18. "Corporate social responsibility and inventory policy", Lucia Barcos, Alicia Barroso, Jordi Surroca and Josep A Tribo*, International Journal of Production Economics,* 143(2), pp. 580-588 (2013). DOI: https://doi.org/10.1016/j.ijpe.2012.04.005 (**ABS3)**. IF (2021): 11.25 (2/87, Q1 in Operations Research & Management Science).

17. "Generating Global Brand Equity through Corporate Social Responsibility to Key Stakeholders", Anna Torres, Tammo H. Bijmolt, Josep A Tribo and Peter Verhoef. *International Journal of Research in Marketing* 29(1), pp.13-24 (2012). DOI: https://doi.org/10.1016/j.ijresmar.2011.10.002 (**ABS4)**. IF (2021): 8.047 (35/154, Q1 in Business).

16. "Ownership structure and minority expropriation: the case for multiple blockholders", María Gutiérrez, Josep A Tribo, and Beatriz Mariano*, Applied Financial Economics* 22(24), pp. 2075-2083 (2012). DOI: https://doi.org/10.1080/09603107.2012.697119 (**ABS2**).

15. "Customer satisfaction and brand equity", Anna Torres and Josep A Tribo. *Journal of*

*Business Research* 64, pp. 1089-1096 (2011). DOI: https://doi.org/10.1016/j.jbusres.2010.12.001 (**ABS3)**. IF (2021): 10.97 (17/154, Q1 in Business).

14. "Corporate Responsibility and Financial Performance: The Role of Intangible Resources", Jordi Surroca, Josep A Tribo and Sandra Waddock. *Strategic Management Journal*, 31(5), pp. 463-490 (2010). –More than 2000 citations (Google Scholar). DOI: https://doi.org/10.1002/smj.820 (**FT50**). IF (2021): 7.815 (44/226, Q1 in Management).

13. "Banks as Firms' Blockholders: A Study in Spain", Josep A Tribo and Mª José Casasola. *Applied Financial Economics* 20(5), pp. 425-438 (2010). DOI: https://doi.org/10.1080/09603100903459758 (**ABS2**).

12. "Managing External Knowledge Flows: The Moderating Role of Absorptive Capacity", Alvaro Escribano, Andrea Fosfuri and Josep A Tribo. *Research Policy*, 38, pp. 96-105 (2009). DOI: https://doi.org/10.1016/j.respol.2008.10.022 (**FT50**). IF (2021): 9.473 (24/226, Q1 in Management).

11. "Does the effect of public support for R&D depend on the degree of appropriability?", Andrea Fosfuri, Liliana Gelabert and Josep A Tribo, *Journal of Industrial Economics,* 47(4), pp. 736-767 (2009). DOI: https://doi.org/10.1111/j.1467-6451.2009.00396.x (**ABS3)**. IF (2021): 1.05 (99/111, Q4 in Business, Finance).

10. "Managerial Entrenchment and Corporate Social Performance", Jordi Surroca and Josep A Tribo. *Journal of Business Finance and Accounting* 35(5), pp. 748-789 (2008). DOI: https://doi.org/10.1111/j.1468-5957.2008.02090.x (**ABS 3**). IF (2021): 2.709 (57/111, Q3 in Business, Finance).

9. "Are socially responsible managers really ethical? Exploring the relationship between earnings management and corporate social responsibility", Diego Prior, Jordi Surroca and Josep A Tribo. *Corporate Governance: An international Review*, 16(3), pp, 160-177 (2008). DOI: https://doi.org/10.1111/j.1467-8683.2008.00678.x (**ABS3)**. IF (2021): 5.66 (12/111, Q1 in Business, Finance).

8. "Do the Type and Number of Blockholders Influence R&D? New evidence from Spain", Pascual Berrone, Jordi Surroca and Josep A Tribo. *Corporate Governance: An International Review* 15 (5), pp. 828-842 (2007). DOI: https://doi.org/10.1111/j.1467-8683.2007.00622.x (**ABS3)**. IF (2021): 5.66 (12/111, Q1 in Business, Finance).

7. "Firms' stock market flotation: Effects on inventory policy", Josep A Tribo. *International Journal of Production Economics* (2008). DOI: https://doi.org/10.1016/j.ijpe.2008.08.005 (**ABS3)**. IF (2021): 11.25 (2/87, Q1 in Operations Research & Management Science).

6. "Exploring the Antecedents of Potential Absorptive Capacity and its Impact on Innovation Performance", Andrea Fosfuri and Josep A Tribo. *Omega* 36 173-187 (2008). DOI: https://doi.org/10.1016/j.omega.2006.06.012 (**ABS3)**. IF (2021): 8.67 (35/226, Q1 in Management).

5. "Corporate ethical identity as a determinant of firm performance: a test of the mediating role of stakeholder satisfaction", Pascual Berrone, Jordi Surroca and Josep A Tribo. *Journal of Business Ethics* 76 (1), pp. 35-53 (2007). DOI: https://doi.org/10.1007/s10551-006-9276-1 **(FT50**). IF (2021): 6.331 (2/56, Q1 in Ethics)

4. "Ownership structure and inventory policy". Josep A Tribo. *International Journal of Production Economics 108* (1-2)*;* pp. 213-220 (2007). DOI: https://doi.org/10.1016/j.ijpe.2006.12.011 (**ABS3)**. IF (2021): 11.25 (2/87, Q1 in

Operations Research & Management Science).

3. "An analysis of the length of labor and financial contracts in Spain", Josep A Tribo. *Applied Economics 37(8);* pp. 905-17 (2005). DOI: https://doi.org/10.1080/00036840500081762 (**ABS2)**. IF (2021): 1.916 (203/379, Q3 in Economics).

2. "Operations Manager Turnover and Inventory Fluctuations", José Alfaro and Josep A Tribo. *International Journal of Production Economics,* 81-82, pp. 51-58 (2003). DOI: https://doi.org/10.1016/S0925-5273(02)00268-2 (**ABS3**). IF (2021): 11.25 (2/87, Q1 in Operations Research & Management Science).

1. "Inventories, Financial Structure and Market Structure", Josep A Tribo. *International Journal of Production Economics* 71; pp. 79-89 (2001). DOI: https://doi.org/10.1016/S0925-5273(00)00107-9 **(ABS3)**. IF (2021): 11.25 (2/87, Q1 in Operations Research & Management Science).

**Articles in Conference Proceedings (2020-**

"Health Research and Organizational Adaptation to Policy Change: Evidence from Hospitals" A Bhatia, A Garcia Romero, JA Tribo, A Goel. Academy of Management Proceedings 2026 (1), 11951 (https://journals.aom.org/doi/abs/10.5465/AMPROC.2026.11951abstract )

"Actions Have Consequences: CEO Exposure to Natural Disasters and Securities Class Action Lawsuits" S Singh, JA Tribo, S Banerjee. Academy of Management Proceedings 2026 (1), 14087 (https://journals.aom.org/doi/abs/10.5465/AMPROC.2026.14087abstract )

"Strategic CSR After Downsizing: Managing Financial Distress and Firm Recovery" M Osei, JA Tribo, ML Barnett. Academy of Management Proceedings 2026 (1), 11297 (https://journals.aom.org/doi/abs/10.5465/AMPROC.2026.11297abstract )

"Linking Decision Makers' Human Capital Attributes with NPD Project Selection and Funding Decisions" Lechler, T., Tribo, J., Ren, J. 2025 (1), 18845. (https://journals.aom.org/doi/abs/10.5465/AMPROC.2025.18845abstract)

"Strategic Silence After ESG Wrongdoing? The Role of Psychological Ownership" Mendoza, A., Surroca, J., Tribo, J. ). Academy of Management Proceedings 2025 (1), 17695. (https://journals.aom.org/doi/abs/10.5465/AMPROC.2025.17695abstract )

"The Role of R&D in Enhancing the Impact of Environmental Responsibility on Financial Performance" Martin Osei, and Josep A Tribo (2024). Academy of Management Proceedings 2024 (1), 14372 (https://journals.aom.org/doi/abs/10.5465/AMPROC.2024.14372abstract)

"Understanding the Effect of Research on Hospitals Performance: The Complementary Role with HIT" Antonio Garcia Romero and Josep A Tribo (2023). Academy of Management Proceedings 2022 (1), 12203 (https://journals.aom.org/doi/abs/10.5465/AMBPP.2022.12203abstract)

"Tough Love: A Story of Stigmatization in Crowdfunding Communities" (2021) Itziar Castelló, Gabriel Rodriguez, Jordi Surroca and Josep A Tribo. Academy of Management Proceedings 2021 (1), 12999 (https://journals.aom.org/doi/abs/10.5465/AMBPP.2021.12999abstract )

"Investors' Behavior in Reward Based Crowdfunding: Do Followers Actually Follow? Gabriel Rodriguez-Garnica, Maria Gutierrez and Josep A Tribo. Academy of Management Proceedings 2020 (1), 13621 (https://journals.aom.org/doi/abs/10.5465/AMBPP.2020.13621abstract )

**Articles in the Review Process**

"Strategies to Manage and Recover from Financial Distress Following Employee Downsizing" Martin Osei, Mike Barnett and Josep A Tribo. Revision at *British Journal of Management* (**ABS3**).

Working projects:

"Crisis as opportunities: managers' career advancement from corrective actions following misconduct", Jordi Surroca, Luis Gomez Mejia, Josep A Tribo and Guido Berends. This article was rejected under second Revision at Organization Science (FT50). Ready to be sent to: *Management Science* (**FT50**)

"CEO Debt-Based Compensation and Stakeholder Incentive Alignment: The Relationships Between CEO Inside Debt, CSR, and Firm Performance", Luis Gómez-Mejía, Encarna Guillamón, Andrés Guiral, Geoff Martin, Doocheol Moon, Josep A. Tribo and Belen Blanco. Target: *Human Resources Management* (**FT50**).

"When 'Too Much' and 'Too Many' Deliver Too Little: Exploring Stakeholder Conflict and Friction in Collaborative Innovation" Leopoldo Gutierrez, Jordi Surroca, Josep A Tribo and Ivan Montiel. This article was rejected under third revision at Journal of Management Studies (FT50). Target: *Strategic Management Journal* (**FT50**)

"Health Research in Hospitals a Necessary Condition for an Effective Implementation of the Obamacare Act". Anand Bathia, Antonio Garcia, and Josep A Tribo. Target: *Research Policy* (**FT50**).

"Preparing for Adversity: Offsetting the Disruptive Effects Of Employee Downsizing Through CSR". Jordi Surroca, Josep A Tribo, Shaker Zahra and Guido Berends. Target: *Journal of Management Studies* (**FT50**)

"Tough love: A story of stigmatization in crowdfunding communities" Itziar Castello, Gabriel Rodriguez, Jordi Surroca, and Josep A Tribo. Target: *Entrepreneurship Theory and Practice* (**FT50**).

"Strategic Silence After ESG Wrongdoing? The Role of Psychological Ownership" Anabel Mendoza, Jordi Surroca and Josep A. Tribo. Target: *Journal of Management* (**FT50**).

"Exploring the role of managers' cognitive biases in novelty evaluation and funding decisions of NPD project proposals" Thomas Lechler, Jie Ren and Josep A. Tribo. Target: *Research Policy* (**FT50**).

## 1.2 RESEARCH GRANTS, HONORS and AWARDS

***University Related Research Grants***

**US**

"Offsetting the disruptive effects of organizational change through CSR". PVH / Fordham University Grant (New York, 2020) ($50000)

(https://www.servsig.org/wordpress/2019/10/global-thought-leadership-grant-on-csr/)

Proposals submitted for research funding.

"CSR investment and crowdfunding". Proposal submitted to the NSF Center for Research toward

Advancing Financial Technologies – CRAFT. Budget: $75,000. PI of the proposal: Josep A Tribo. Time Spent: 10 hours.

"Responsible Innovation and Disruptive Challenges: A Stakeholder Collaboration Perspective". Proposal submitted to the NSF Center for Research toward Advancing Financial Technologies – CRAFT. Budget: $60,000. PI of the proposal: Josep A Tribo. Time Spent: 10 hours.

**Europe**

Networks, Corporate Governance and Incentives," Spanish national project (PGC2018-097187-B-I00). Endowment: €54692

"Networks and Social Innovations," Spanish national project (ECO2015-68715-R) (2016). Endowment: €26.800.

"Crowdfunding: New ways of financing innovation," Spanish regional project (S2015/HUM-3353 EARLYFIN-CM) 2016-2018. Endowment: €193200.

"Corporate Governance Mechanisms and their Effects on Information, Financing and Innovation," Spanish national project (ECO2012-36559) 2013-2015. Endowment: €65000.

"CSR of Banks and Firms: Financial Effects on R&D Investments", Spanish national project (ECO2009-10796); 2010-2012. Endowment: €50200.

"CSR and the Financing of R&D". Spanish national project (CCG08-UC3M_HUM-4497 (2009). Endowment: €50000.

"Consolidating Economics," responsible of the business work package. Spanish national project (2006-2011). Endowment: €160000.

***Professional Awards***

"Banks' Equity Holdings and Their Impact on Security Issues in Different Institutional Settings" Best paper award at the XXIII Finance Forum –Spanish National conference of Finance- (Madrid, 2015).

Award of Research Excellence at University Carlos III of Madrid (2012)

"The Effect of Social Capital on Financial Capital" was awarded as one of the best three papers at the Iberoamerican Academy of Management Conference (Buenos Aires, 2009).

"The social responsibility of multinational companies: The effect of stakeholder pressures on affiliated firms' social behavior" was awarded as the Best Paper Award in the Social Issues in Management Division of the *Annual Meeting of Academy of Management* (Los Angeles, 2008).

"Are socially responsible managers really ethical? Exploring the relationship between earnings management and corporate social responsibility" was the runner-up article published in 2008 in the journal *Corporate Governance: An international Review*.

"Evidence of Risk Shifting from Debt Covenant Violations" Best Paper Award on Corporate Finance at the XVII del Finance Forum –Spanish Conference of Finance- (Madrid, 2009).

## 1.3. PRESENTATIONS AND CONFERENCES

***Invited Presentations***

"The Impact of Corporate Environmental Responsibility on Corporate Financial Performance: The Moderating Role of R&D in Financial Distress". Stevens Institute of Technology (Internal Seminar, 2023).

"Exploring the impact of individuals' background on novelty preferences of NPD funding decisions". Stevens Institute of Technology (Internal Seminar, 2022).

"CEO Debt-Based Compensation and Stakeholder Incentive Alignment: The Relationships between CEO Inside Debt, CSR, and Firm Performance". Stevens Institute of Technology (Internal Seminar, 2022).

"Understanding the Effect of Research on Hospitals Performance: The Complementary Role with HIT", with Antonio Garcia. Presented at IE Business School (Madrid, 2022).

"Innovation vs. Standardization: The Conjoint Effect of Eco-Innovation and Environmental Certifications on Firm Environmental Performance". Stevens Institute of Technology (Internal Seminar, 2022).

"CSR as Inhibitor or Stimulus for Performance Improvements in Major Organizational Transformations," Stevens Institute of Technology (Internal Seminar, 2020).

"Not walking the talk? Divergence of interests between organizations and their leaders in impression management following controversial business activities," Stevens Institute of Technology (New Jersey, 2019).

"Not walking the talk? Divergence of interests between organizations and their leaders in impression management following controversial business activities," Queens College (New York, 2019).

"Not walking the talk? Divergence of interests between organizations and their leaders in impression management following controversial business activities," Rutgers (New York, 2019).

"Not walking the talk? Divergence of interests between organizations and their leaders in impression management following controversial business activities," Baruch College (New York, 2018).

"Banks' Equity Holdings and their Impact on Security Issues in Different Institutional Settings," CUNEFF (Madrid, 2015).

"The performance effects of coupling strategic change with socially responsible strategies during the 2008 market crash," IESE (Madrid, 2012).

"The social responsibility of multinational companies: The effect of stakeholder pressures on affiliated firms' social behavior," Universitat Rovira i Virgili (Tarragona, 2009).

"Ownership structure and minority expropriation in non-listed firms: The case for Multiple Large Shareholders," speaker at the *BI Workshop on Corporate Governance* (Oslo, 2008).

"Ownership structure and minority expropriation in non-listed firms: The case for Multiple Large Shareholders," Universidad de Oviedo (Oviedo, 2008).

"Managerial Entrenchment and Corporate Social Responsibility," speaker at the *Workshop on Corporate Governance organized by the European Financial Management Association,* Milan (2007).

"Managerial Entrenchment and Corporate Social Responsibility," speaker *Capital Markets Workshop organized by the Journal of Business Finance Accounting*. North Carolina University, (2007).

"Appropriability regimes and public support for R&D," University of Salamanca (Salamanca, 2007).
"Appropriability regimes and public support for R&D," Universidad de Vigo (Vigo, 2007).
"Earnings management and corporate social responsibility," Universitat Autonoma of Barcelona (Barcelona, 2006).
"Earnings management and Corporate Social Responsibility," speaker at the *Workshop on Corporate Governance* (Birmingham, 2006).
"Financing Tools of Innovation," speaker at the European Summer School of Industrial Dynamics (Córcega, 2005).
"Private Benefits Extraction in Closely-Held Corporations," speaker at the Copenhagen Business School *Workshop on Corporate Governance* (Copenhagen, 2005).
"Private Benefits Extraction in Closely-Held Corporations: The Case for Multiple Large Shareholders," speaker at the *Workshop of Information and Behavioral Biases in Capital Markets*. CEMFI (Madrid, 2005).
"Banks as blockholders," speaker at the *Workshop on Corporate Governance* organized by the European Financial Management Association (Leeds, 2005).
"Managing knowledge spillovers: The impact of absorptive capacity on innovation performance," speaker at *15th (EC)2 Workshop on the Econometrics of Industrial Organisation* (Marseille, 2004).
"Multiple Large Shareholders in Corporate Control: Evidence from Spain," Public University of Navarra (Pamplona, 2003).
"Multiple Large Shareholders in Corporate Control: Evidence from Spain," Private University of Navarra (Pamplona, 2002).
"Relationship between labor and financial contracts: A study for Spain," Bank of Spain (2002).
"R&D Investment and Financial Contracting in Spanish Manufacturing Firms," University of Balearic Islands (Mallorca, 2002).
"R&D Investment and Financial Contracting in Spanish Manufacturing Firms," University of Alicante (Alicante, 2001).
"A Main Bank Approach to Financial Contracts," speaker at the I *Workshop of Corporate Finance* (Toulouse, 1999).
"Labor and Financial Contracts. A Theoretical and Empirical Study for the Spanish Case," Universitat Pompeu Fabra (Barcelona, 1998).
"Long-Term and Short-Term Labor Contracts versus Long-Term and Short-Term Financial Contracts," Universitat Autònoma de Barcelona (1998).
"Long-Term and Short-Term Labor Contracts versus Long-Term and Short-Term Financial Contracts," University of Girona (Girona, 1997).

***Paper Presentations at Professional Meetings and Conferences (2010- )***

"Health Research and Organizational Adaptation to Policy Change: Evidence from Hospitals" A Bhatia, A Garcia Romero, JA Tribo, A Goel. Annual Meeting of the Academy of Management Society, (Philadelphia, 2026).

"Actions Have Consequences: CEO Exposure to Natural Disasters and Securities Class Action Lawsuits" S Singh, JA Tribo, S Banerjee. Annual Meeting of the Academy of Management Society, (Philadelphia, 2026).

"Strategic CSR After Downsizing: Managing Financial Distress and Firm Recovery" M Osei, JA Tribo, ML Barnett. Annual Meeting of the Academy of Management Society, (Philadelphia, 2026).

"Strategic Silence After ESG Wrongdoing? The Role of Psychological Ownership" Anabel Mendoza, Jordi Surroca and Josep A Tribo. Annual Meeting of the Academy of Management Society, (Denmark, 2025).

"Linking Decision Makers' Knowledge Background with NPD Project Selection and Funding Decisions" Jie Ren, Thomas Lechler and Josep A Tribo. Annual Meeting of the Academy of Management Society, (Denmark, 2025).

"Linking Decision Makers' Knowledge Background with NPD Project Selection and Funding Decisions" Jie Ren, Thomas Lechler and Josep A Tribo. Annual Meeting of the Strategic Management Society, (Istanbul, 2024).

"When 'Too Much' and 'Too Many' Deliver Too Little: Exploring Stakeholder Conflict and Friction in Collaborative Innovation" Leopoldo Gutierrez, Jordi Surroca, Josep A Tribo and Ivan Montiel. Annual Meeting of the Strategic Management Society, (Istanbul, 2024).

"The Role of R&D in Enhancing the Impact of Environmental Responsibility on Financial Performance" Martin Osei and Josep A Tribo. Annual Meeting Academy of Management (Chicago, 2024).

"The Impact of Corporate Environmental Responsibility on Corporate Financial Performance: The Moderating Role of R&D in financial distress" Martin Osei and Josep A Tribo. 9th Annual International Corporate Governance Society Conference (Madrid, 2023).

"Understanding the Effect of Research on Hospitals Performance: The Complementary Role with HIT". Annual Meeting Academy of Management, (Seattle 2022 -Online presentation).

"Tough love: A story of stigmatization in crowdfunding communities" Itziar Castello, Gabriel Rodriguez, Jordi Surroca. *Annual Meeting of the Strategic Management Society*, (Toronto 2021 - Online presentation).

"Tough love: A story of stigmatization in crowdfunding communities" Itziar Castello, David Lopez, Jordi Surroca. *Annual Meeting Academy of Management*, (2021 - Online presentation).

"Investors' Behavior in Reward Based Crowdfunding: Do Followers Actually Follow?". *Annual Meeting Academy of Management*, (Vancouver, 2020 - Online presentation).

"Breaking with Tradition: Open Innovation as an Enabler for Responsible Innovation" with Ruth V. Aguilera, Leopoldo Gutierrez, Ivan Montiel and Jordi Surroca. *Annual Meeting Academy of Management*, (Vancouver, 2020 - Online presentation).

"Breaking with Tradition: Open Innovation as an Enabler for Responsible Innovation" with Ruth V. Aguilera, Leopoldo Gutierrez, Ivan Montiel and Jordi Surroca. *Annual Meeting of the Strategic Management Society*, (London, 2020 - Online presentation).

"Tough love: a story of stigmatization in crowdfunding communities" *38th EGOS Colloquium,* (Hamburg, 2020 -Online presentation).

"CEOs' Debt-Based Compensation and CSR. Its effect on Risk and Performance," *Annual Meeting of Strategic Management Society*, (Minneapolis, 2019).

"Devaluation of Corporate Leaders Following Corporate Failures: The Role of Leaders' Business Ties," *Annual Meeting Academy of Management*, (Chicago, 2018).

"Do Suppliers Value Socially Responsible Customers?," *Annual Meeting Academy of Management*, (Chicago, 2018).

"CEOs' Debt-Based Compensation and CSR. Its effect on Risk and Performance," *Annual Meeting Academy of Management*, (Chicago, 2018).

"Devaluation of Corporate Leaders Following Corporate Failures: The Role of Leaders' Business Ties," *Annual Meeting of Strategic Management Society*, (Paris, 2018).

"Are syndicated loans really cheaper?," *Financial Management Conference*, (Lisbon, 2017).

"CSR as Inhibitor or Stimulus for Performance Improvements in Major Organizational Transformations," *Annual Meeting Academy of Management,* (Annaheim, 2016).

"CSR as Inhibitor or Stimulus for Performance Improvements in Major Organizational

Transformations," *Annual Meeting of Strategic Management Society,* (Berlin, 2016).

"Banks' equity holdings and their impact on security issues in different institutional settings," *IFABS Conference*, (Barcelona, 2016).

"Banks' equity holdings and their impact on security issues in different institutional settings," *Annual Meeting of the European Financial Management Association*, (Amsterdam, 2015).

"CEO Entrenchment at Interorganizational Network Level," *Annual Meeting of Strategic Management Society*, (Madrid, 2014).

"CEO Entrenchment at Interorganizational Network Level," *Annual Meeting Academy of Management*, (Philadelphia, 2014).

"What happens when the honeymoon is over? The limited effect of impression management following controversial disruptions," *Annual Meeting of Strategic Management Society*, (Atlanta, 2013).

"What happens when the honeymoon is over? The limited effect of impression management following controversial disruptions," *Annual Meeting of Academy of Management*, (Orlando, 2013).

"The Performance Effects of Coupling Strategic Change with CSR during the 2008 Market Crash," *Annual Meeting of Academy of Management*, (Boston, 2012).

"Can We Trust Cheap Social Talk?," *Annual Meeting of Strategic Management Society*, (Miami, 2011).

"Can We Trust Cheap Social Talk?," *Annual Meeting of Academy of Management*, (San Antonio, 2011).

"Debt Covenant and Investment Policy," *Annual Meeting of Multinational Financial Association,* (Rome, 2011).

"Is managerial entrenchment always bad? A CSR approach," *Annual Meeting of Academy of Management,* (Montreal, 2010).

"The Effect of Social Capital on Financial Capital," *IV International CSR conference*, (Berlin, 2010).

"Debt Covenants and Corporate Investment," *Annual Meeting of the European Financial Management Association* (Aarhus, 2010).

**Spanish National Conferences (2010-)**

"Banks' equity holdings and their impact on security issues in different institutional settings," *XXIII Spanish Finance Forum*, (Madrid, 2015).

"Managerial incentives and strategic use of information," *XIX Spanish Finance Forum*, (Granada, 2011).

"The role of segment disclosure in corporate governance and its effect on firm investment efficiency," *XIX Spanish Finance Forum*, (Granada, 2011).

## PH D ADVISING

**I am currently advising/co-advising 4 Ph d students at Stevens Institute of Technology**

Martin Osei. He is a fifth-year student. We have written two papers that has been presented at the Annual Meeting Academy of Management, (2024 – Chicago) and at the 9th Annual International Corporate Governance Society Conference (Madrid, 2023).

Saloni Singh, co-advised with Suman Banerjee. She is a fourth-year student who has already passed the qualifying exams. Her thesis is in the interplay between corporate governance and ESG (Environmental, Social and Governance) issues.

Obiora Okoye. co-advised with Luna Liu. He is a second-year student who is working on topics of IA and CSR.

James Chukwubudom Chikelu with Pranav Garg. He is a fourth-year student who is working on topics related to SPACs (security issues).

John Robson. (former) He successfully defended his thesis in June 2025. His thesis is about Relative Valuation Models applied to Asset Valuation.

**At Universidad Carlos III of Madrid (Former)**

Gabriel Rodriguez at Universidad Carlos III (2023). Three essays on crowdfunding. Placement: EADA Business School (Madrid).

Antonio Vazquez "Three Essays on Corporate Governance, Accounting and Law" (2019). Placement: Stockholm School of Economics.

Yanlei Zhang "Essays on Accounting Conservatism, Corporate Social Responsibility, and Corporate Governance" (2017). Placement: Copenhagen Business School.

Ziyuan Tang "Corporate Governance and Organizational Network" (2016). Placement: Xiamen University.

Nino Papiashvili "Managerial Incentives for Attracting Attention and Firm Investor Base", (2013). Placement: University of Ulm.

Romulo Magalhaes "Regulation and Corporate Governance in the Banking Industry" (2010). Placement: Central Bank of Brazil.

Belén Blanco "The Relationship between the Quality of Reported Numbers and the Quality and Quantity of Disclosure" (2010). Placement: University of Melbourne,

María José Casasola "Effects of Bank Investments on Spanish Capital Structure" (2003). Placement: University Carlos III of Madrid.

## DISSERTATION COMMITTEE MEMBERSHIPS

Sai Anudeep Varma Nadimpalli (December, 2025)

Yi Liu (June 2025)

Hongju Ren (October 2024)

Kexin Gu (November 2024)

James Chukwubudom Chikelu (July, 2024)

Mary Auta (July, 2024)

### 1.4. OTHERS

More than 12500 citations according to Google Scholar

**#13 among the most cited faculty members at Stevens Institute of Technology** tracked by Google Scholar.

# 2. TEACHING

## 2.1 TEACHING

**Courses at Stevens Institute of Technology**

**2025-2026**

Fall Semester
Survey of Management and Organization Theories (MGT 712) Response rate (62.5%)
Course Evaluation: Mean: 5, Median: 5 over 5.
Instructor Effectiveness: Mean 5, Median: 5 over 5

Spring Semester
Introduction to Strategy (BT 301A) Response rate (16%)
Course Evaluation: Mean 4.2, Median 4 over 5.
Instructor Effectiveness: Mean 4.5, Median 4.5 over 5.

Introduction to Strategy (BT 301B) Response rate (10.3%)
Course Evaluation: Mean 4.75, Median 5 over 5.
Instructor Effectiveness: Mean 4.75, Median 5 over 5.

**2024-2025**

Fall Semester
Survey of Management and Organization Theories (MGT 712) Response rate (40%)
Course Evaluation: Mean: 5, Median: 5 over 5.
Instructor Effectiveness: Mean 5, Median: 5 over 5

Spring Semester
Introduction to Strategy (BT 301A) Response rate (16%)
Course Evaluation: Mean 4.2, Median 4 over 5.
Instructor Effectiveness: Mean 4.2, Median 4 over 5.

Introduction to Strategy (BT 301B) Response rate (32%)
Course Evaluation: Mean 4.33, Median 4.5 over 5.
Instructor Effectiveness: Mean 4.25, Median 4.5 over 5.

**2023-2024**

Fall Semester
Survey of Management and Organization Theories (MGT 712) Response rate (50%)
Course Evaluation: Mean: 4.9, Median: 5 over 5.
Instructor Effectiveness: Mean 4.9, Median: 5 over 5

Strategic Business Management (EMT 715) Response rate (50%)
Course Evaluation: Mean: 3.7, Median: 4 over 5.
Instructor Effectiveness: Mean 3.3, Median: 3 over 5

Spring Semester
Introduction to Strategy (BT 301A) Response rate (17%)
Course Evaluation: Mean 3.5, Median 4 over 5.
Instructor Effectiveness: Mean 3.5, Median 4 over 5.

Introduction to Strategy (BT 301B) Response rate (20%)
Course Evaluation: Mean 4, Median 4 over 5.
Instructor Effectiveness: Mean 4.1, Median 4 over 5.

**2022-2023**

Fall Semester
Strategic Business Management (EMT 715)
Response rate (50%)
Course Evaluation: Mean: 3.8, Median: 4 over 5.
Instructor Effectiveness: Mean 3.8, Median: 4 over 5

Spring Semester
Introduction to Strategy (BT 301A)
Response rate (47%)
Course Evaluation: Mean 3.8, Median 4 over 5.
Instructor Effectiveness: Mean 3.8, Median 4 over 5.

Introduction to Strategy (BT 301B)
Response rate (35%)
Course Evaluation: Mean 4.1, Median 4.5 over 5.
Instructor Effectiveness: Mean 4.4, Median 4.5 over 5.

**2021-2022**

Fall Semester
Strategic Business Management (EMT 715)
Response rate (43%)
Course Evaluation: Mean: 4.3, Median: 4 over 5.
Instructor Effectiveness: Mean 4.7, Median: 5 over 5

Spring Semester
Introduction to Strategy (BT 301A)
Response rate (47%)

Course Evaluation: Mean 3.9, Median 4 over 5.
Instructor Effectiveness: Mean 4, Median 4 over 5.

Introduction to Strategy (BT 301B)
Response rate (53%)
Course Evaluation: Mean 3.3, Median 3 over 5.
Instructor Effectiveness: Mean 3.6, Median 4 over 5.

MGT 960-K - Research in Management (Ph D). Course included in the Ph D program in Business Administration (concentration in Management). Not rated.

**2020-2021**

Fall Semester (Covid-Online)
Strategic Management (MGT 699 WS)
Response rate (30.3%)
Course Evaluation: Mean: 3.44, Median: 4 over 4.
Instructor Effectiveness: Mean: 3.44, Median: 4 over 4.

Spring Semester (Covid-Online)
Introduction to Strategy (BT 301A)
Response rate (31%)
Course Evaluation: Mean: 1.7, Median: 2 over 4.
Instructor Effectiveness: Mean: 1.5, Median: 2 over 4.

Introduction to Strategy (BT 301B))
Response rate (30%)`
Course Evaluation: Mean: 2.1, Median: 2 over 4
Instructor Effectiveness: Mean: 2.2, Median: 2 over 4.

**Courses at Universidad Carlos III of Madrid (1997-2019)**

*Undergraduate Courses*:
Organizations Economics & Strategy.
Strategic and Business Planning.
Corporate Governance & Corporate Social Responsibility.
Financial Management.
Financial Economics.
Microeconomics.
Statistics.

*Graduate Courses:*
Corporate Finance and Corporate Governance (Ph D in Business & Finance).
Financing Tools of Innovation: Venture Capital (Ph D).
Financial Institutions (Ph D in Business & Finance).
Financial Markets & Regulation (MBA).
Financial Management (Master in Finance).
Financial Economics (Master in Financial Analysis).

## 2.2 EDUCATIONAL DEVELOPMENT

### a. Curricular Development

As Area coordinator, I was actively involved in the redesign of the MSTM and EMBA (approved in the GCC on June 2024)

I created a new course on Principles of ESG for the MSTM and EMBA Co design of the course Corporate Sustainability (500 level)

Coordinator and curriculum developer of the new Ph D course (2013-14) "Survey of Management Theories" (MGT 712) in the redesigned Ph D program in Business Administration. This is a mandatory subject in the first year.

Coordinator and curriculum developer of a new subject in Sustainable Management to create a concentration in Sustainability (2013-2014)

Contribution to develop a new subject of Sustainability in the Frontiers of Finance program.

Contribution to develop a new subject of Technology in the redesigned Ph D program in Business Administration.

### b. Revise Existing Degree Program

As a member of the Management Programs Academic Committee. This Committee oversees curricula issues and assurance of learning for all of our graduate management degree programs (MBA, AMBA, EMBA, MSTM, MSM). The task of this Committee is to make the adjustment necessary to maintain the AACSB accreditation.

As a member of the Ph D Committee of the Ph D in Business Administration, I am contributing to update the curricula of the Ph D program (concentration in Management).

### c. Students you have advised in undergraduate programs

In the Summer School (2021), I advised 3 undergraduate students (Emerson Kuzemka, Estella Clevenger and Brett Bischoping).

In the Summer School (2022), I advised the undergraduate student Avinash Badavath

# 3. SERVICE TO OUR PROFESSION

## 3.1. SERVING COMMITTEES

### At Stevens Institute of Technology

I am currently serving in 9 Committees/Positions at Stevens.

- Director of the Ph D program in Business Administration
- Member of the University Committee on Promotions and Tenure (2023-2024 and 2026-)
- Member of the Board of Trustees: Nominating and Corporate Governance Committee
- Member of the Faculty Academic Appeals Committee.
- Member of the Graduate Curriculum Committee (at the Institute and at the Business School level).
- I am a member of the Area Academic Committee in Management and Marketing
- I am a member of the Business School Research Committee.
- I am a member of the Hanlon Center Operational Committee. My role focus on the research resources to be supported by the Hanlon Center.
- I am a member of the Steering Committee of the Stevens Center for Sustainability. This center aims to develop sustainability initiatives within the academic enterprise at Stevens, and solve the issues environmental justice communities face on a daily basis.

I served in the following committees and positions:

- I was a member of the School of Business Committee on Promotions and Tenure (2025)
- I was the Area Coordinator in Management & Marketing at the School of Business (June 2023-November 2024).
- I served as a member of the Research and Entrepreneurship Faculty Committee, Member, (December 2020 – September 2021). Charge of this committee is to advise to the administration and faculty on all matters pertaining to research and entrepreneurial activities of the Institute.
- I was the Chair of the Institute Curriculum Committee. Charge of this committee is to Coordinate the different curriculum of the Institute at different levels (2023)
- I was Member/Chair of different Search Committees for different TT positions: Strategy (Co-Chair), Entrepreneurship (Co-Chair), Innovation (Chair), Marketing)

**At Universidad Carlos III of Madrid**

Head of the Department of Business Administration at University Carlos III of Madrid (UC3M): 2011-2017. This is the largest Department of the University with 70 permanent faculty members and 150 in total (including part-time professors)

Secretary of the INDEM research institute (https://indem.uc3m.es/en/), (2017-2019)

Coordinator of the University Postgraduate Studies, (2010-2011).

Deputy Director of the Department of Business Administration, (2007-2011).

Deputy Director of the INDEM research institute, (2008-2010).

Secretary of the Department of Business Administration, (2004-2007).

Member of the Committee that reformed the Statutes of UC3M, (2004).

Member of the Junta de Facultad of the Social Science School (2004 -)

Member of the University Claustro, (2006-.

## 3.2. OTHER SERVICES at STEVENS

- I was responsible for the research seminars in Management & Marketing (2022-2024)
- I have been working to develop different dual programs between Stevens and Universidad Carlos III in Madrid:
    - oMaster in Finance.
    - oMaster in Marketing
    - oMajor in Business & Technology.

  I co-chaired the recruiting committee for a TT position in Strategy

## 3.3. EDITORIAL SERVICES

***Journal Editorial Service***

- I am a member of the Editorial Board of the journal *Corporate Governance: An International Review*. This journal is a reference in the field of corporate governance.
- Associate Editor of the Spanish Review of Financial Economics (2014-2017)
- Member of the editorial team of the Revista de Empresa, a journal sponsored by the Iberoamerican Academy of Management. (2002-2007)

***Ad-hoc Reviewer***

*Strategic Management Journal, Organization Science, Journal of International Business Studies, Journal of Management Studies, Research Policy, Managerial Finance, Corporate Governance: An International Review, Journal of Business Finance and Accounting, Journal of Business Ethics, Journal of Empirical Finance, International Journal of Production Economics, The Emerging Markets Review, European Journal of Management, Journal of Applied Econometrics, Spanish Economic Review.*

## 3.3. RELATIONSHIPS WITH ACADEMIA

- I have served as an Academic Program co-Chair in the track of Corporate Governance & Environmental Sustainability in the annual conference organized by the International Corporate Governance Society (US, 2020) and (Canada, 2026)

- I am currently a member of the Strategic Management Society, the Academy of Management, and the International Corporate Governance Society.

***-Conference Organizer***

Guest Editor of the special issue of Leading and Managing in the Digital Era: Shaping the Future with AI and Data Analytics in Information Systems Frontiers (2026) (https://www.lmde.net/2025/publications/special-issue-of-information-systems-frontiers )

Guest Editor: Spanish Journal of Finance and Accounting (2026). Special Issue on The Value of Environmental, Social and Governance (ESG)

Organizing committee of the 6th RCF-ECGI Corporate Finance and Governance Conference

(Stevens, Institute of Technology, 2025)

Organizer of the Spanish Finance Forum meeting (Madrid, 2019),

Organizer of the International Human Resources Conference (Madrid, 2018).

Organizer of the Workshop on Early Financing of Innovation (Madrid, 2018), http://www.car3fin.es/earlyfinwork/

Organizer of the SMS Extension Conference on Smart Cities & CSR (Madrid, 2014).

Organizer of the XX Meeting of Industrial Economics (Madrid, 2010)

Organizer of the Workshop "A Dialogue between Economics and Psychology" (Madrid, 2008)

## 3.4. RELATIONSHIPS WITH THE INDUSTRY

I am a member of the I/UCRC Research Project "Center for Research toward Advancing Financial Technologies -CRAFT.

I was a member of the Program for Financial Innovation, which is a program financed by the Charles Koch Foundation. This program studies the impact of financial innovation in different sectors. I participate in two subprograms. One subproject focus on the effect of financial innovations on the sustainability of the healthcare sector. The other subproject studies the interaction between signaling and herding behavior in crowdfunding platforms. This latter subproject has led to the article "Investors' Behavior in Reward Based Crowdfunding: Do Followers Actually Follow?" with Maria Gutierrez and Gabriel Rodriguez. Sent to Entrepreneurship Theory and Practice. (Journal in the FT50 list).

**Consulting**

Financial and Strategic Planning for Welzia Asset Management. Endowment: €30000.

Derivative design for RD Systems. Endowment: €42000.

Portfolio selection for Welzia Asset Management. Endowment: €120000.

Portfolio risk management for RD Systems. Endowment: €40000.

Study on Information Technology and Innovation for the Barcelona Forum. Endowment: €43000.

Please note that after I took the position as Department Head at Carlos III University (2011-2017), consulting activities were restricted.