

Aten K. Zaandam, PhD

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RESEARCH APPOINTMENTS

2025 - Present **Vanderbilt University**
Postdoctoral Scholar: Management

EDUCATION

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

RESEARCH INTEREST

My research prepares for the future by examining the past. Through the lens of evolutionary theories of human motivation, I investigate how historical events, systemic barriers, and social class origins influence the strategic decisions and career trajectories of leaders from marginalized backgrounds. I combine detailed qualitative insights with robust quantitative analyses to challenge existing theoretical paradigms in the fields of management and entrepreneurship.

PUBLICATIONS

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.

Zaandam, A.*, with Hubbard T.*., & Markoczy, L.* Balancing Self and Society: The Paradoxical Influence of CEOs' Social Class Origins on Greed and Corporate Social Responsibility. *Academy of Management Journal*, (Conditional Acceptance)

Hasija, D., **Zaandam, A.**, Stettler, T., Ellstrand, A., & Guldiken, O. A Process Model of Board Characteristics and Firm Performance: A Meta-analytic Structural Equation Modeling Approach. *Corporate Governance: An International Review*, (Conditional Acceptance)

WORK IN PROGRESS

Zaandam, A., Hubbard T., & Short C. Running on Empty: Quantifying Investor Responses to Executive Fatigue. (Final Stages of Preparation)

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)

Zaandam, A., & Hubbard, T., CEO greed and vertical integration: Going it alone or collaborating with others. (Final Stages of Preparation)

Jooyoung, K., Zaandam, A., & Triana, M. The Glass Signal: How Female Board Appointments Become Pathways to Mobility. (Manuscript Preparation)

Zaandam, A., Triana, M. & Barr-Pulliam, D. Does Partisanship Penalize Female Leaders? Auditor Evaluations in the Wake of Corporate Misstatements. (Data Analyses)

Zaandam, A., Hubbard, T & Bermiss, S., Forged Through Adversity: How High School Backgrounds Influence the Equitable Social and Strategic Actions of Chief Executives. (Data collection)

SELECTED CONFERENCE PRESENTATIONS

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

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

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

2020 - Present, Academy of Management

2021 - Present, Strategic Management Society

PROFESSIONAL REFERENCES

Timothy Hubbard (University of Notre Dame) – Thubbard@nd.edu

Livia Markoczy (University of Illinois Chicago) – Livmarko@uic.edu

Maria del Carmen Triana (Vanderbilt University) – Maria.Triana@vanderbilt.edu