

**DR. ANDREW SPICER**  
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### **Academic Positions**

- Associate Professor, University of South Carolina, Darla Moore School of Business, 2008-Present.
- Assistant Professor, University of South Carolina, Darla Moore School of Business, 2005 – 2008.
- Assistant Professor, University of California, Riverside, A. Gary Anderson Graduate School of Management, 1998-2005.

### **Education**

- The Wharton School, University of Pennsylvania, 1998, Ph.D. in Management.
- Yale University, B.A., 1990, Soviet and East European Studies, *Summa Cum Laude*.

### **Journal Articles**

- Giuliani, Elisa and Andrew Spicer. (Forthcoming). The Double Failure Trap: Workers' Sensemaking of Life-Threatening Organizational Wrongdoing as Insiders and Victims." *Administrative Science Quarterly*
- Kim, J., Lee, S., Yun, S., & Spicer, A. 2025. When Ethical Leadership Becomes Eclipsed: The Moderating Roles of Workplace Uncertainty and Need for Status in the Relationship between Ethical Leadership and Organizational Citizenship Behavior. *Journal of Business and Psychology*, 1-14.
- Ault, Joshua and Andrew Spicer. 2024. "Basic-Needs Social Protections and Own-Account, Informal Entrepreneurship: Implications for Policy and Cross-National Comparative Analysis." *Journal of International Business Policy*, 7: 295–31.
- Sallai, D., Morgan, G, Feldmann, M, Gomes M., and Spicer, A. 2024. "Social Challenges for Business in the Age of Populism." *Business & Society*, 63(2), 279-299
- Ault, Joshua and Andrew Spicer. 2022. "The Formal Institutional Context of Informal Entrepreneurship: A Cross-National, Configurational-Based Perspective." *Research Policy*, 51(9)

- Brown, J. A., de Bakker, F. G., Bapuji, H., Higgins, C., Rehbein, K., & Spicer, A. 2022. "Building on Its Past: The Future of Business and Society Scholarship." *Business & Society*, 61 (5)
- Spicer, A., Wagner, M., & Zollo, M. 2021. "Tinkering with the plumbing of sustainable enterprises: The case for field experimental research in corporate sustainability." *Organization & Environment*, 34 (3)
- Ault, Joshua and Andrew Spicer. 2021. "Configurational-Based Institutional Analysis: Unbundling the Multi-Dimensional State Fragility Construct." *MethodsX*, 8.
- Ault, Joshua and Andrew Spicer. 2020. "State Fragility as a Multidimensional Construct in International Entrepreneurship Research and Practice." *Asia Pacific Journal of Management*, 37: 981-1011
- Spicer, Andrew, and David Hyatt. 2017. "Walmart's Emergent Low-Cost Sustainable Product Strategy." *California Management Review* 59.2, 116-141.
  - Social media version published at: <https://theconversation.com/walmart-tried-to-make-sustainability-affordable-heres-what-happened-76771> (over 115,000 downloads)
- Spicer, Andrew and Ilya Okhmatovskiy. 2015. "Multiple Paths to Institutional-Based Trust Production and Repair: Lessons from the Russian Bank Deposit Market," *Organization Studies*, 36 (9), 1123-1142.
- Ault, Joshua and Andrew Spicer. 2014. "The Institutional Context of Poverty: State Fragility as a Predictor of Cross-National Variation in Commercial Microfinance Lending," *Strategic Management Journal*, 35 (12), 1798-1817.
- Earle, John S., Andrew Spicer, and Klara Sabirianova Peter. 2010. "The Normalization of Deviant Organizational Practices: Wage Arrears in Russia, 1992-1998," *Academy of Management Journal*, 53(2), 218-237.
- Spicer, Andrew. 2009. "The Normalization of Corrupt Business Practices: Implications for Integrative Social Contracts Theory (ISCT)," *Journal of Business Ethics*, 88 (4): 883-840.
- Bailey, Wendy and Andrew Spicer. 2007. "When Does National Identity Matter?: Convergence and Divergence in International Business Ethics," *Academy of Management Journal*, 50(6), 1462-1480.
- Proffitt, W. Trexler, and Andrew Spicer. 2006. "Shaping the Shareholder Activism Agenda: Institutional Investors and Global Social Issues," *Strategic Organization*, 42: 165-190.

- Reprinted in Thomas Clark and Marie dela Rama (eds.). 2007. *Fundamentals of Corporate Governance*. Sage Publications, London.
- Spicer, Andrew, Thomas Dunfee, and Wendy Bailey. 2004. “Does National Context Matter in Ethical Decision Making? An Empirical Test of Integrative Social Contracts Theory,” *Academy of Management Journal*, 47: 610-620.
  - Reprinted in Andy Crane and Dirk Matten (eds.). 2012. *New Directions in Business Ethics*. Sage Publications, London.
- Spicer, Andrew, and William Pyle. 2002. “Institutions and the Vicious Circle of Distrust in the Russian Household Deposit Market, 1992-1999,” *Advances in Strategic Management*, 19: 371-396.
- Spicer, Andrew. 2002. “Revolutionary Change and Organizational Form: The Politics of Investment Fund Organization in Russia, 1992-1997,” *Research in the Sociology of Organizations*, 19: 91-124.
- Kogut, Bruce, and Andrew Spicer. 2002. “Capital Market Development and Mass Privatization are Logical Contradictions: Lessons from the Czech Republic and Russia,” *Industrial and Corporate Change*, 11: 1-37.
- Spicer, Andrew, Gerald A. McDermott, and Bruce Kogut. 2000. “Entrepreneurship and Privatization in Central Europe: The Tenuous Balance Between Creation and Destruction,” *Academy of Management Review*, 25: 630-649.

### **Other Publications**

- Ault, Joshua and Andrew Spicer. 2024. “Entrepreneurship and Poverty: A Comparative Institutional Perspective.” In M. H. Morris & S. C. Santos (Eds.), *Handbook on Poverty, Disadvantage, and Entrepreneurship*. Berlin: DeGruyter.
- Brown, J. A., Spicer, A., Rehbein, K., Higgins, C., de Bakker, F. G., & Bapuji, H. 2022. “More than an umbrella construct: We can (and should) do better with CSR by theorizing through context.” *Business & Society*, 61(8), 1965-1976. (Editorial Insights)
- Bapuji, H., de Bakker, F. G., Brown, J. A., Higgins, C., Rehbein, K., & Spicer, A. 2020. “Business and Society Research in Times of the Corona Crisis.” *Business & Society*. (Editorial Insights)
- Spicer, Andrew. 2012. “Deviations from Design: The Emergence of New Financial Markets and Organizations in Yeltsin’s Russia.” In John Padgett and Woody Powell (eds.), *The Emergence of Markets and Organizations*. Princeton University Press.

- Ault, Joshua and Andrew Spicer. 2009. “Does One Size Fit All in Microfinance? New Directions For Academic Research,” *Contemporary Studies in Economic and Financial Analysis*, 92: 271-284.
- Kogut, Bruce, and Andrew Spicer. 2005. “Transition Economies” in J. Beckert and M. Zafirovski (Eds.), *International Encyclopedia of Economic Sociology*. Routledge, London
- Kogut, Bruce, and Andrew Spicer. 2004. “Critical and Alternative Perspectives on International Assistance to Post-Communist Countries: A Review and Analysis,” The World Bank, Operations Evaluation Department Background Paper, available at: [http://www.worldbank.org/ieg/transitions/economies/docs/literature\\_review.pdf](http://www.worldbank.org/ieg/transitions/economies/docs/literature_review.pdf)
- Pistor, Katharina, and Andrew Spicer. 1997. “Investment Funds in Mass Privatization and Beyond.” In I. Lieberman, S. Nestor and R. Desai (eds.), *Between State and Market: Mass Privatization in Transition Economies*. World Bank: Washington.

### **Journal Editorial Positions**

- Co-Editor-in-Chief, *Business & Society*, January 2020 – January 2023
- Associate Editor, *Business & Society*, 2015 – 2020.
- Associate Editor, *Management and Organization Review*, 2017-2019
- Associate Editor, *Organization and Environment*, 2017 – 2020
- Editorial Review Board, *Strategic Management Journal*, 2013 – present
- Editorial Review Board, *Academy of Management Perspectives*, 2024-present
- Editorial Review Board, *Journal of International Business Policy*, 2023-present
- Editorial Review Board, *Journal of International Business Studies*, 2012 – 2022.

### **Teaching Cases**

- “Who Made My Clothes? Mapping and Debating Global Value Chains” (with Michael Murphree)
- “Walmart’s Sustainability Strategy: Lee Scott’s Founding Vision” (with Laura Lambdin)
- “Walmart’s Sustainability Strategy: Andy Ruben’s Design of Strategic Goal and Processes” Case (A) and (B), (with Laura Lambdin and David Hyatt)
- “Walmart’s Sustainability Strategy: Defining Sustainable Products,” Case (A) and (B), (with David Hyatt). (All cases available at the Walmart Sustainability Case Project website: <https://supplychain.uark.edu/projects/walmart-sustainability-case-project/>).

## Recent Presentations

- “The Double Failure Trap: Worker Responses to Life-Threatening Wrongdoing as Victims and Insiders”
  - Academy of Management Annual Meeting, Chicago, 2024
  - University of Pisa, invited presentation, 2022
  
- “Recalibrating Entrepreneurship in Microfinance: Grameen Bank Revisited”
  - Academy of Management Annual Meeting, Boston, 2023
    - Nominated for best paper in developing country setting
  - Baruch College, invited presentation, 2023
  
- “Basic-Needs Social Protections and Informal Entrepreneurship: Implications for Public Policy and Cross-National Comparative Analysis”
  - Frontiers Conference, University of South Carolina, Columbia, SC 2025
  - Academy of International Business Annual Meeting, Warsaw, Poland, 2023
  - Academy of Management Annual Meetings, Seattle, Washington 2022
  
- “The Formal Institutional Context of Informal Entrepreneurship: A Cross-National, Configurational-Based Analysis”
  - Said Business School, invited presentation, Oxford University, October 2019
  - Imperial Business School, invited presentation, London, October 2019
  - Kings College, invited presentation, London, October 2018
  - Academy of Management Meetings, Chicago, Illinois, August 2018 (Best Paper Proceedings; Finalist, Best Paper in Emerging Markets, International Management Division)
  - Frontiers in International Business Symposium, University of South Carolina, Columbia, SC, February 2018
  
- “State Fragility as a Multidimensional Construct in International Entrepreneurship Theory and Practice”
  - Invited Conference on Institutions and Entrepreneurship in Emerging Markets, Asia Pacific Management Journal, Tianjin, China, September 2018
  - Academy of International Business Annual Meeting, Dubai, July 2017
  - Academy of Management Annual Meeting, Anaheim, CA, 2016 (Best Paper Proceedings)
  
- “Walmart’s Emergent Low-Cost Sustainability Strategy”
  - Academy of Management Annual Meeting, Anaheim, CA 2016
  - Keynote Address, Academy of International Business Southeast Annual Meeting, Miami, Florida, October 2014
  - Closed-Loop Supply Chain Conference, Charleston, SC, October 2013.
  - Keynote Address, Green is Good for Business Conference, Columbia, SC, September, 2013.

## Service

- Track Chair, 2025 Academy of International Business Annual Meeting, Louisville, Kentucky
- Teaching Committee, Academy of Management International Management Division, 2020-Present

### **Professional Development Programs in International Business (Lead Instructor)**

- “Teaching about Globalization and International Business: A Global Value Chain Perspective,” Professional Development Workshop (Organizer), 2024 AOM Meetings, Chicago; on-line webinar (December 2025)
- Faculty Development in International Business (FDIB), International Business Survey Course, Moore School of Business, Columbia, SC. Lead Instructor for five-day course, 2006-present. Course designed for professors and professionals who wish to learn about teaching an introductory survey course in international business.
- AACSB Global Management Capabilities Seminar, Tampa, Florida, 2014-2016. Instructor for seminar designed for administrators, professors and professionals who wish to learn about strategies of globalizing business school curricula and programs.

### **Darla Moore School Service**

- Academic Director, International Business Major, (2023-present)
- Course Coordinator, Globalization and International Business (IBUS 310 and 301), Core undergraduate introductory international business course (2017-present)
- Committee Chair, Oxford Undergraduate Scholarship Committee (2018 - 2022)
- Folks Center Steering Committee (2020 - 2022)
- Faculty Advisory Committee, Moore School of Business (2020 - 2022)
- Research Advisory Committee, Moore School of Business (2020 - 2022)
- Sustainability Committee, Moore School of Business (2020 - 2022)
- Undergraduate Program Faculty Committee, Moore School of Business (2020 - 2022)
- Faculty Director, Full-Time MBA Programs, 2013 – 2017. Oversaw full-time MBA academic programming, scheduling, staff and students
- Director, Sustainable Enterprise and Development Initiative, 2008-2012. Worked with members of the Moore School faculty and staff to develop curricula and courses

on the topics of sustainable enterprise and development; identify and support related research; and forge relationships with relevant institutions and organizations

- Moore School Director, The Walmart Sustainability Case Project, 2010-2013. Helped to lead a team of diverse faculty from the University of Arkansas and the Moore School of Business to write a series of cases about Walmart's efforts to introduce new sustainability standards into their global operations and product offerings. (See <http://sustainabilitycases.kenexcloud.org/>)
- Faculty Advisor, Net Impact Student Group, Moore School of Business, 2006 – 2013
- Undergraduate Scholastic Standards and Petitions, Moore School of Business, 2006-2009; Chair, 2007 - 2009

### **Community Service**

- Recycling Advisory Markets and Development Board (RMDAC), South Carolina Commerce Department Committee, Higher Education Representative, Governor Appointment, 2016-present