

GOCE ANDREVSKI

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ACADEMIC APPOINTMENTS

2015 – present Associate Professor (*with tenure*), Smith School of Business, Queen's University
2009 – 2015 Assistant Professor, Queen's School of Business, Queen's University
2004 – 2009 Research/Teaching Assistant, Gatton School of Business, U. of Kentucky

EDUCATION

Ph.D. University of Kentucky, Lexington, Kentucky, 2009
M.B.A. Grand Valley State University, Grand Rapids, Michigan, 2004
B.B.A. University of Cyril & Methodius, Skopje, Macedonia, 1998

PUBLICATIONS

* *FT50 journal article*

1. *Andrevski, G., Miller, D., Le Bretton-Miller, & Ferrier, W. 2022. Competitive rationales: Beneath the surface of competitive behavior. *Journal of Management*, 48: 2286-2317.
2. *Andrevski, G. & Miller, D. 2022. Forbearance: Strategic nonresponse to competitive attacks. *Academy of Management Review*, 47: 59-74.
3. Vlas, C.O., Richard, O.C., Andrevski, G., Konrad, A.M., & Yang, Y. 2022. Dynamic capabilities for managing racially diverse workforces: Effects on competitive action variety and firm performance. *Journal of Business Research*, 141: 600-618.
4. Clegg, K-A., Moskowitz, D., Miners, C., Andrevski, G., Sadikaj, G., & Zuroff, D. 2021. Interpersonal perception and interpersonal spin. *Journal of Personality*, 89: 483-499.
5. Clegg, K-A., Moskowitz, D., Miners, C., Andrevski, G., Sadikaj, G. 2021. Person, situation, and spin: Examining the correlates of interpersonal spin with mobile application-based ECR. *Personality and Individual Differences*, 171.
6. *Andrevski, G. & Ferrier, W.J. 2019. Does it pay to compete aggressively? Contingent roles of internal and external resources. *Journal of Management*, 45: 620-644.
7. *Andrevski, G., Brass, D.J., & Ferrier, W.J. 2016. Alliance portfolio configurations and competitive action frequency. *Journal of Management*, 42: 811-837.

8. *Andrevski, G., Richard, O., Ferrier, W. and Shaw, J. 2014. Racial diversity and firm performance: The mediating role of competitive intensity. *Journal of Management*, 40: 820-844.
9. *Chi, L., Ravichandran, T., & Andrevski, G. 2010. Information technology, network structure and competitive action. *Information Systems Research*, 21(3): 543-570 (*the authors contributed equally*).
10. Labianca, G., Fairbank, J.F., Andrevski, G. and Parzen, M. 2009. Striving toward the future: Aspiration-performance discrepancies and planned organizational change. *Strategic Organization*, 7 (4): 1- 34.

Other publications

11. Andrevski, G. 2018. When forbearance is preferable to counteraction and words: A model of competitive response. In Leslie A. Toombs (Ed.), *Best Paper Proceedings of the Seventy First Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.
12. Andrevski, G., Shaw, J.D. and Ferrier, W.J. (2015). "Entrepreneurial proactiveness, competitive aggressiveness and performance among single-unit supermarkets". In V. Filipovski (Ed.), *Economic recovery in the post - crisis period* (pp. 361-369).
13. Richard, O., & Andrevski, G. 2011. Managerial diversity, its nonlinear performance effects, and the complementarities of board of director diversity. In Leslie A. Toombs (Ed.), *Best Paper Proceedings of the Seventy First Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643. **2011 Dorothy Harlow Best Paper Award in GDO Division**
14. Andrevski, G., Richard, O., Ferrier, W.J., & Shaw, J.D. 2010. Managerial Racial Diversity, Competitive Aggressiveness, and Firm Performance: A Moderated Mediation Model. In Leslie A. Toombs (Ed.), *Best Paper Proceedings of the Seventieth Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.
15. Andrevski, G.. 2009. Competitive strategy and the alliance network formation: Understanding the origins of network positions. In George T. Solomon (Ed.), *Best Paper Proceedings of the Sixty-Ninth Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643. **2009 Best Doctoral Student Paper Award in BPS Division**
16. Andrevski, G., Ferrier, W.J., & Brass, D.J. 2007. Social capital and competitive behavior: A study of interfirm networks and rivalry among automakers. In George T. Solomon (Ed.), *Best Paper Proceedings of the Sixty-Seven Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.

Media Coverage

- Andrevski, 2022. A competition cheat sheet for entrepreneurs. *Smith Business Insight*
- Morantz, A. 2022. How diversity builds tough competitors. *Smith Business Insight*
- Andrevski and Miller, 2021. Forbearance: Strategic nonresponse to competitive attacks. *AMR Origins Series: Where does theory come from?*
(<https://www.youtube.com/watch?v=Qrd8giYnmiU&t=748s>)

- Andrevski, 2020. When a Rope-a-Dope strategy makes sense. *Smith Business Insight*.
- Andrevski, 2018. Sometimes the best move is the one you don't make. *National Post, The Conversation*.
- Andrevski, 2016. How to contain the costs of aggressive competition. *Smith Business Insight*.
- Andrevski, 2015. In the praise of not acting. *Smith Business Insight*.
- Andrevski, 2014. How to assemble alliances for a lasting edge. *Smith Business Insight*.

TEACHING EXPERIENCE

- Dynamic Strategy Execution – MBAS 883, Queen's University (2019 – present)
- Business and Corporate Strategy – MBAS 832, Queen's University (2013- present)
- PhD/MSc Seminar in Strategy – MGMT 907, Queen's University (2009-present)
- Business and Corporate Strategy - COMM 401, Queen's University (2009-present)
- Strategic Management - MGT 499, University of Kentucky (2008-2009)
- Business Management - MGT 301, University of Kentucky (2005-2007)
- Managerial Finance, Grand Valley State University (2003)

AWARDS AND HONORS

Research Awards

2022 Best Proposal Finalist, Strategy Process IG

42nd Strategic Management Society Conference, London, UK

2022 Best Paper Prize for Advances in Strategic Management Research

The Long Range Planning, British Academy of Management Conference

2014, 2017, 2021: QSB Distinguished Faculty Fellow of Strategy

Queen's School of Business

2011 IS Publication of the Year

Association for Information Systems - selected from 45 nominations from the associate editors of the top IS journals for best papers published in their journals in 2010

2011 ISR Best Published Paper Award.

Information Systems Research

2011 Dorothy Harlow Best Paper Award

Gender and Diversity Division, Academy of Management Conference (San Antonio)

2009 Best Doctoral Student Paper Award

Business Policy and Strategy Division, Academy of Management Conference (Chicago)

2009 Myrle E. and Verle D. Nietzel Visiting Distinguished Faculty Program Award –only three doctoral students received this award for the quality of their doctoral research at the University of Kentucky in 2009

Teaching Awards

2008 Provost's Outstanding Teaching Award – one of only three graduate students to receive this honor across all colleges at the University of Kentucky in 2008

Max Steckler Fellowship Award for outstanding academic accomplishments
University of Kentucky (2007/2008 and 2008/2009)

Research Grants

2014 Insight Grant (\$136,417.00)

Social Sciences and Humanities Research Council, Government of Canada

Title: Strategic Forbearance: The role of purposeful “non-actions” in competitive behavior.

Authors: Goce Andrevski (Principal Investigator), Julian Barling (Co-investigator), Tomi Nokelainen and Walter Ferrier (Collaborators)

2013 Insight Grant (\$295,250.00)

Social Sciences and Humanities Research Council, Government of Canada

Title: Interpersonal Consequences of Within Personal Variability

Authors: Debbie Moskowitz (Principal Investigator), Goce Andrevski (Co-investigator) and Christopher Miners (Co-investigators)

General Research Grant (\$4,200.00)

Queen's University (2013) (with Jean-Baptiste Litrico)

New Database Acquisition Grant (\$1,657.00)

Queen's University (2010)

Research Initiation Grant (75,000.00)

Queen's University (2009)

PROFESSIONAL SERVICE

Member of the Editorial Board of *Journal of Management* (2010 - present)

Member of the Editorial Board of *Decision Sciences Journal* (2020 - present)

Ad-hoc reviewer, *Academy of Management Journal*, *Administrative Science Quarterly*, *Journal of Business Research*, *Journal of Management Studies*, *MIS Quarterly*, *Organization Science*, *Organization Theory*, *Strategic Management Journal*.

WORK IN PROGRESS

- Andreovski, G., Miller, D., & Ndubuisi, U. Situational experience, expertise, and the Janus-face of Forbearance.
- Lee, H., Andreovski, G., & Ferrier, W. Corporate social responsibility and competitive activity of firms: Substitutes or complements
- Kalanoski, D., Andreovski, G., Goudarzi, K., & Miller, D. Acquirers' competitive behavior and rival stock performance.
- Andreovski, G., Trivisonno, M., Barling, J., & Spitzmuller, M. Leadership Forbearance.
- Andreovski, G., Richard, O., Wu, J. CEO Succession and competitive rivalry.
- Andreovski, G., Miners, C. Clegg, K-A., Moskowitz, D. Managerial interpersonal spin, competitive behavior, and firm performance.

REFEREED CONFERENCE PRESENTATIONS

Andreovski, G., Miller, D., & Ndubuisi, U. Situational experience, expertise, and the Janus-face of Forbearance.

- *Presented at the 2023 Competitive Dynamics Conference (Imperial College London)*
- *Presented at the 2022 Academy of Management Conference (Seattle)*

Kalanoski, D., Andreovski, G., Goudarzi, K., & Miller, D. When do firms benefit from their rivals' acquisitions? The role of acquirers' competitive behavior.

- *Presented at the 2023 Competitive Dynamics Conference (Imperial College London)*
- *Presented at the 2023 Academy of Management Conference (Boston)*
- *Presented at the 2022 British Academy of Management (Manchester) - **Best Paper Prize***
- *Presented at the 2022 Strategic Management Society (London)*
- *Presented at the 2021 European Academy of Management (Montreal)*

Andreovski, G., Miller, D., Le Bretton-Miller, I., & Ferrier, W. Why fight? Discovering micro-rationales for tactical actions.

- *Presented at the 2021 Competitive Dynamic Conference (Virtual)*
- *Presented at the 2021 Virtual Paper Development Workshop - Advancing Management Theory with Sports Data.*
- *Presented at the 2020 Academy of Management Conference (Virtual)*
- *Presented at the 2020 Strategic Management Society (Virtual).*

Lee, H., Andreovski, G., & Ferrier, W. Corporate social responsibility and competitive activity of firms: Substitutes or complements.

- *Presented at the 2019 Eastern Academy of Management International (Dubrovnik)*
- *Presented at the 2018 Strategic Management Society Conference (Paris)*

Andreovski, G. When forbearance is preferable to counteraction and words: A model of competitive response.

- *Presented at the 2018 Academy of Management Conference (Chicago).*
- *Presented at the 2018 Competitive Dynamics Conference (Kingston)*

Andreovski, G. & Ferrier, W. Competitive aggressiveness and firm performance: The moderating role of competitors and collaborators.

- *Presented at the 2016 Strategic Management Society Conference (Rome)*

Andrevski, G., Ferrier, W., Nokelainen, T. Competitive forbearance: The role of purposeful “non-actions” in competitive behavior.

- *Presented at the 2015 Academy of Management Conference (Vancouver).*

Andrevski, G. Orlando R. Scaggs, S. Managerial racial and gender diversity and firm performance: The moderating role of alliance network structure.

- *Presented at the 2014 Strategic Management Society (Madrid)*

Andrevski, G. Advantage-creating frequency and firm profitability: The moderating role of alliance network density.

- *Presented at the 2014 Academy of Management Conference (Philadelphia)*

Andrevski, G. Orlando R. Scaggs, S. Temporal and spatial contingencies of the managerial diversity's effect on firm performance.

- *Presented at the 2014 Academy of Management Conference (Philadelphia)*

Andrevski, G. Advantage-creating frequency and firm profitability: The moderating role of alliance network density.

- *Presented at the 2013 Atlanta Competitive Advantage Conference (Atlanta).*
- *Presented at the 2012 Strategic Management Society Conference (Prague).*

Andrevski, G., Ferrier, W.J., & Brass, D.J. Network resources and competitive action: Awareness-Motivation-Capability Perspective.

- *Presented at the 2011 Academy of Management Conference (San Antonio).*

Richard, O.C., & Andrevski, G. The complementary effect of managerial diversity and board diversity on firm performance: A crosscutting approach to conceptualizing diversity.

- *Presented at the 2011 Academy of Management Conference (San Antonio).*

Andrevski, G., Labianca, J., & Ferrier, W. Strategic entrepreneurship and the alliance network formation.

- *Presented at INSEAD - Network Evolution Conference 2010 (Fontainebleau, France)*

Andrevski, G., Richard, O., Ferrier, W. and Shaw, J. Managerial racial diversity, competitive aggressiveness and firm performance: A moderated mediation model.

- *Presented at the 2010 Academy of Management conference (Montreal).*

Andrevski, G., Ferrier, W.J., & Brass, D.J. Network resources and competitive action: Awareness-Motivation-Capability Perspective.

- *Presented at the 2010 Strategic Management Society conference (Rome).*

Andrevski, G. Competitive strategy and the alliance network formation: Understanding the origins of network positions.

- *Presented at the 2009 Academy of Management conference (Chicago)*

Ofem, B. & Andrevski, G. CEO versus top management teams: Performance differences in the entrepreneurial environment.

- *Presented at the Academy of Management 2009 conference (Chicago)*

Andrevski, G., Shaw, J., Richard, O., & Ferrier, W. Racial diversity in management, competitive actions and firm performance.

- *Presented at the Academy of Management 2008 conference (Anaheim).*

Andrevski, G., Chen, D., & Yao, E. (alphabetical order). The relationship between country culture, and alliance termination: Evidences from the information technology industry.

- *Presented at the Strategic Management Society 2008 conference (Cologne, Germany).*

Labianca, J., Fairbank, J., Andrevski, G., & Parzen, M. The dream of future aspirations, and its relationship to planned organizational change.

- *Presented at the Academy of Management 2008 conference (Anaheim).*

Andrevski, G., & Ferrier, W. Toward an “Austrian” theory of sustainable competitive advantage: The role of value-enhancing actions.

- *Presented at the Competitive Dynamics Research Workshop 2008 (Helsinki, Finland).*

Andrevski, G., Ferrier, W., & Brass, D. Social capital and competitive behavior: A study of interfirm networks and rivalry among automakers.

- *Presented at the Academy of Management 2007 conference (Philadelphia).*
- *Presented at the ACAC 2007 conference (Atlanta).*

Andrevski, G. & Shaw, J.D. Entrepreneurial orientation, competitive aggressiveness, and store performance among supermarkets.

- *Presented at the Academy of Management 2007 conference (Philadelphia).*

Andrevski, G., & Damron, J. Toward a universal definition of the construct of competitive action in competitive dynamics research.

- *Presented at the Academy of Management 2006 conference (Atlanta).*

Ferrier, W. & Andrevski, G. Behavior-eliciting options: Testing the waters prior to launching a competitive attack on rivals.

- *Presented at the Strategic Management Society 2006 conference (Vienna).*