

## **GOCE ANDREVSKI**

*Associate Professor, Queen's University  
451W Goodes Hall, Kingston, ON K7L3N6  
Phone: (613) 533-3330 (office)  
Email: [gandrevski@business.queensu.ca](mailto:gandrevski@business.queensu.ca)*

### **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

### **ACADEMIC APPOINTMENTS**

---

- 2015 – present   Associate Professor, Queen's School of Business, Queen's University
- 2009 – present   Assistant Professor, Queen's School of Business, Queen's University
- 2004 – 2009      Research/Teaching Assistant, Gatton School of Business, U. of Kentucky
- 2003              Adjunct Faculty, Grand Valley State University

### **RESEARCH INTERESTS**

---

Competitive dynamics, Alliance Networks, Diversity Management

### **TEACHING EXPERIENCE**

---

- 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)

## FUNDED RESEARCH

---

### 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)*

## PUBLICATIONS

---

### Refereed Journal Articles

Andrevski, G. & Ferrier, W.J. 2016. Does it pay to compete aggressively? Contingent roles of internal and external resources. *Journal of Management*, DOI: 10.1177/0149206316673718.

Andrevski, G., Brass, D.J., & Ferrier, W.J. 2016. Alliance portfolio configurations and competitive action frequency. *Journal of Management*, 42: 811-837.

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.

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*).

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 Referred Articles

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.

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).

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**

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.

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**

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.

## REFEREED CONFERENCE PRESENTATIONS

---

Lee, H., Andrevski, G., & Ferrier, W. Corporate social responsibility and competitive activity of firms: Substitutes or complements. *To be presented at the 2018 Strategic Management Society Conference (Paris)*

Andrevski, G. When forbearance is preferable to counteraction and words: A model of competitive response. *To be presented at the 2018 Academy of Management Conference (Chicago)*.

Andrevski, 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)*.

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

## **WORK IN PROGRESS**

---

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

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

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

Andrevski, G., Barling, J., & Trivisonno, M. Leadership Forbearance.

Andrevski, G., Rowland, A., & Litrico, J-B. Competitive repertoire consistency, organizational identity and firm performance.

## **AWARDS AND HONORS**

---

### **Research Awards**

*2014 QSB Distinguished Faculty Fellow of Strategy*  
Queen’s School of Business

*2011 IS Publication of the Year Award*

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)

### **Fellowships, Assistantships, Honors and Grants**

*Research Challenge Trust Fund II Gatton Doctoral Fellowship*  
University of Kentucky (2005, 2006, and 2007)

*Kauffman Scholarship*, AOM-Entrepreneurship Division (2007)

*International Student Scholarship, Padnos International*,  
Grand Valley State University (2002)

*D.I. McLeod Summer Research Assistantship* (\$4,482.00)  
Queen's University (2010 and 2011)

*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)

*Delta Epsilon Iota Academic Honor Society* (2008), University of Kentucky

*Beta Gamma Sigma Academic Honor Society* (2003), Grand Valley State University

## **PROFESSIONAL SERVICE**

---

Member of the Editorial Board of *Journal of Management* (2010-2017)

Member of the Research Advisory Board (Monieson Centre for Business Research in Healthcare)

Ad-hoc reviewer, *Academy of Management Journal*, *Organization Science*, *Administrative Science Quarterly*, *Strategic Management Journal*, and *Journal of Management Studies*

## **PROFESSIONAL EXPERIENCE**

---

*Management Consultant*

Strategic plan for Basketball Club Rabotnicki, Skopje, Macedonia

*Management Consultant*

Strategic plan for Center of Applied Energy Research, University of Kentucky (summer 2007)

Kent County Government Offices, Grand Rapids, MI (spring, summer 2003)

*Internship*

Merrill Lynch, Private Client Group, Grand Rapids, MI (2002)

*Internship*

Public Revenue Office, R. of Macedonia (2000 – 2001)

*Senior Officer*

Professional Basketball Player, FIBA (1992-2000)

**Last updated: May 11, 2018**