

Roary E. Snider, Ph.D., J.D.

Assistant Professor of Management, Innovation, & Entrepreneurship
Collins College of Business, The University of Tulsa

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Academic Appointments

The University of Tulsa — Collins College of Business 2023–Present
Department of Management & Marketing
Assistant Professor of Management, Innovation, & Entrepreneurship

Education

University of Arkansas — Sam M. Walton College of Business
Doctor of Philosophy in Business Administration (Strategic Management & Entrepreneurship)

Florida State University — College of Law
Juris Doctor

University of Central Florida
Bachelor of Arts in History

Research Interests

I study how institutional environments shape the strategic choices available to firms and entrepreneurs. This research draws on policy and institutional contexts where variation in rules, governance, and public investment is visible and consequential for firm behavior. The aim is to inform foundational questions in strategy and entrepreneurship about how institutional conditions shape decisions about entry, competition, and risk, and how organizations and founders adapt when the institutional landscape shifts. This work contributes to the broader scholarly conversation on strategy and entrepreneurship by showing that the strategic choices available to firms and founders are fundamentally shaped by the institutional environments within which they operate.

Publications

1. **Snider, R.** & Walter, J. (2026). Why Does Rice (Not) Play Texas? Conference Realignment and the Limits of Antitrust Law. *Journal of Empirical Legal Studies* (in press). (ABDC A*)
2. Abdurakhmonov, M., **Snider, R.**, Ridge, J., & Hasija, D. (2023). Perceptions of Political Self-Dealing? An Empirical Investigation of Market Returns Surrounding the Disclosure of Politician Stock Purchases. *Strategic Management Journal*, 44(5), 1168–1198. doi.org/10.1002/smj.3459 (UTD, FT50, ABDC A*).
3. Delios, A., Clemente, E., Wu, T., *et al.* (and consortium including **Snider, R.**) (2022). Examining the generalizability of research findings from archival data. *Proceedings of the National Academy of Sciences*, 119(30).

Papers Under Review

- **Snider, R.** (Regional ecosystem governance and firm retention). Under review at: *Research Policy* (FT50, ABDC A*).
- **Snider, R.** (Cultural boundary conditions of entrepreneurial decision-making theory). Under review at: *Journal of Management Studies* (FT50, ABDC A*).
- **Snider, R.** (Legal trust and the composition of entrepreneurial activity). Under review at: *Journal of Business Venturing Insights* (ABDC A).

Working Papers

- **Snider, R.**, Seagraves, C., & Goldsby, M. Democratic institutions and entrepreneurial allocation. Finalizing for submission at: *Entrepreneurship Theory & Practice* (FT50, ABDC A*).
- **Snider, R.** & Seagraves, C. University R&D and startup quality under economic uncertainty. Finalizing for submission at: *Research Policy* (FT50, ABDC A*).
- **Snider, R.** Expert intermediaries and governance gaps. Target: *Academy of Management Review* (UTD, FT50, ABDC A*).
- **Snider, R.** Federal R&D and entrepreneurial entry. Target: *Management Science* (UTD, FT50, ABDC A*).
- **Snider, R.** Regional innovation systems and K-12 STEM infrastructure. Target: *Research Policy* (FT50, ABDC A*).
- Cummings, M., Pidduck, R., & **Snider, R.** Rhetoric, inequality, & education crowdfunding. Target: *Journal of Management Studies* (FT50, ABDC A*).

Research in Progress

- Seagraves, C. & **Snider, R.** AI detection of stealth acquisitions. Target: *Management Science* (UTD, FT50, ABDC A*).
- **Snider, R.**, Goldsby, M., & Wofford, L. Downside resilience of entrepreneurial ecosystems. Target: *Academy of Management Review* (UTD, FT50, ABDC A*).
- Goldsby, M. & **Snider, R.** The Ties That Bind Too Tightly: Reckoning Theory and Entrepreneurial Mobility in Poverty Contexts. Target: *Small Business Economics* (ABDC A).
- **Snider, R.** & Seagraves, C. Institutional conditions and the composition of entrepreneurship. Target: *Strategic Entrepreneurship Journal* (FT50, ABDC A).
- **Snider, R.** & Goldsby, M. Cooperation in entrepreneurship. Target: *Academy of Management Review* (UTD, FT50, ABDC A*).

Early Stage Research Projects

- Entrepreneurial savvy. With D. Kuratko and M. Goldsby.
- Policy mixes and strategic entrepreneurship. With C. Seagraves.

Conference Presentations

- Pidduck, R., Cummings, M., & **Snider, R.** We're the best! Communal narcissism and social fundraising performance. Babson College Entrepreneurship Research Conference, 2022.
- Pidduck, R., Cummings, M., & **Snider, R.** Entrepreneurial rhetoric in education crowdfunding. Academy of Management Annual Meeting, 2021.
- Cummings, M., & **Snider, R.** Donation-based crowdfunding in educational contexts. Sustainability, Ethics, & Entrepreneurship Conference, 2020.

Teaching Experience

The University of Tulsa

Corporate & Business Strategy (MBA 5043/7043)
Principles of Management (MGT 3003)
Strategic Management (MGT 4073)
Legal Environment of Business (BL 2013)

University of Arkansas

New Venture Innovation (SEVI 3933)

Service

Professional Service

Ad-hoc Reviewer: *Entrepreneurship Theory & Practice*; *Journal of Small Business Management*; *Cross Cultural & Strategic Management*
Conference Reviewer: Academy of Management; Strategic Management Society
Law Review Editorial Board: *Journal of Transnational Law & Policy*; *Florida Health Law Journal*

University Service

Department: Strategic Planning Committee; Academic Review Committee; Department Review Committee
Co-advisor, Collins College of Business Pre-Law Students

Grants, Fellowships, & Honors

Nominee, Mayo Award for Teaching Excellence, University of Tulsa (2024, 2026)
Alumni Spotlight, Florida State University College of Law (2024)
Doctoral Academy Fellowship, University of Arkansas (\$60,750)
Walton Fellowship, University of Arkansas (\$50,625)

Professional Memberships

Academy of Management (ENT, STR, TIM)
Strategic Management Society
Management & Organizational Behavior Teaching Society
The Florida Bar

Selected Prior Professional Experience

Florida Department of Environmental Protection

Assistant Deputy Secretary for Ecosystem Restoration
Senior executive responsible for statewide ecosystem restoration policy; oversight of approximately 500 employees and multi-billion-dollar, multi-year capital and environmental programs.

Suwannee River Water Management District

Chief of Staff & Director of Administration
Led daily operations of a regional government authority with an \$83 million budget and approximately 70 employees; responsibilities included governance, personnel systems, budgeting, land management, and intergovernmental coordination.

Executive Office of the Governor (Florida), Office of Policy & Budget

State Workforce Policy Chief
Directed statewide human capital and workforce policy affecting approximately 110,000 public employees across executive agencies.

Florida Agency for State Technology

Research & Planning Coordinator
Managed major enterprise IT projects and procurements.

Blockbuster Video

Customer Service Representative
Observed the decline of a major incumbent due to technological disruption and strategic inertia.