

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. My work draws on public policy, economic development, political science, and anthropology to examine how variation in rules, governance, public investment, and social constraints affects decisions about market entry, competition, and risk. This interdisciplinary orientation reflects my conviction that strategic behavior cannot be understood in isolation from the political, legal, and social systems within which it occurs.

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).
2. Abdurakhmonov, M., **Snider, R.**, Ridge, J., & Hasiya, 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
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.** Governing From Weakness: How Non-Dominant Regional Ecosystems Can Build and Retain Value. Under review at: *Research Policy*
- **Snider, R.** The Individualist's Expert: Specifying the Cultural Boundary Conditions of Effectuation Theory. Under review at: *Journal of Management Studies*
- **Snider, R.**, Seagraves, C., & Goldsby, M. Why Democracy Shapes Different Entrepreneurs: Institutional Resilience and Entrepreneurial Allocation. Under review at: *Entrepreneurship Theory & Practice*
- **Snider, R.** Trust in the Legal System and the Composition of Entrepreneurial Activity: Evidence from Europe. Under review at: *Journal of Business Venturing Insights*

Working Papers

- **Snider, R.** The Entrepreneur Who Never Was: Vulnerability and the Liberal Fiction at the Heart of Entrepreneurship Research. Target: *Journal of Management Inquiry*
- **Snider, R.** & Seagraves, C. Beyond Invention: How University R&D Shapes Startup Quality During Economic Uncertainty. Target: *Research Policy*
- Cummings, M., Pidduck, R., & **Snider, R.** Rhetoric as an Inequality Engine: The Matthew Effect in Education Crowdfunding. Target: *Journal of Management Studies*

Research in Progress

- **Snider, R.** Institutional Friction and the Quality of Market Entry: How State Tax Structures Shape the Composition of New Competitors. Target: *Strategic Management Journal*
- Seagraves, C. & **Snider, R.** Innovation and Stealth Acquisitions: Using AI to Predict Hidden M&A Activity. Target: *Management Science*
- Goldsby, M., Kuratko, D., **Snider, R.**, & Morris, M. The Ties That Bind Too Tightly: Reckoning Theory and Entrepreneurial Mobility in Poverty Contexts. Target: *Small Business Economics*
- **Snider, R.** Not Luck, but Habit: A Tocquevillean Theory of Entrepreneurial Serendipity. Target: *Journal of Business Venturing*
- **Snider, R.** Different, Not Deficient: Grid-Group Cultural Theory and Entrepreneurial Ecosystem Development in Emerging Economies. Target: *Strategic Entrepreneurship Journal*

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

MBA Corporate & Business Strategy
Strategic Management
Principles of Management
Antitrust, Innovation, & Technology (newly offered for Fall 2026)
Legal Environment of Business

University of Arkansas

New Venture Innovation

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. An early case study?