

PROMOTION RECOMMENDATION
The University of Michigan-Flint
School of Management

Thomas A. Hemphill, associate professor of management, with tenure, School of Management, is recommended for promotion to professor of management, with tenure, School of Management.

Academic Degrees:

Ph.D.	2005	The George Washington University
M.S.	1997	Rutgers University
M.S.	1988	University of Pennsylvania
M.B.A	1981	Drexel University
B.S.	1976	The College of New Jersey

Professional Record:

2011 – Present	Associate Professor of Management, with tenure, School of Management, University of Michigan-Flint
2005 – 2011	Assistant Professor of Management, School of Management, University of Michigan-Flint
2002 – 2005	Visiting Instructor, School of Business, The George Washington University

Summary of Evaluation:

Teaching – Professor Hemphill does an outstanding job in the classroom. He has taught eight different course preparations since he came to the School of Management in 2005. He has taught face to face, mixed mode, and online courses. He has also taught many of the same courses in these different delivery styles. Each delivery mode has its own unique and challenging nuances. He has taught both undergraduate courses and MBA courses. Professor Hemphill's expertise is in strategic management, innovation, and public policy. As such, he has taught courses such as Business and Society, Innovation Management, International Business, Business and Corporate Strategy, and Management Strategy. His quantitative teaching evaluations tend to be in the 4.0-4.5 range on a 5.0 scale with 5.0 being the highest score. This is higher than the overall School of Management average and so he is considered one of the finest professors within the School of Management. He has received the Golden Apple award several times which is recognition by his students for his teaching skills. Syllabi are clear and complete. He receives many supportive comments from his students. Professor Hemphill uses case studies, team assignments, presentations, exams, and projects to make his courses both challenging and interactive. In his teaching statement, Professor Hemphill stresses that he introduces solid theory to students but also injects the classroom with real world examples. In addition, he emphasizes critical thinking skills and helps develop the ability in students to work effectively in teams. He is a very fine teacher and students appreciate his commitment to them personally and to their learning.

Research – Professor Hemphill's research is singular in its breadth and volume. Professor Hemphill's publications span regulatory issues, policy, technology, ethics, innovation, and more. He writes for academic journals and for practitioner journals and outlets. In this sense he is contributing both to theory development and to advancing practice. He has published over 80 journal articles. The scholarly work below represents research activities since his promotion and tenure in 2011; therefore, one can see the tremendous outpouring of scholarly writing and the embodiment of a public intellectual. He also has several works in progress, under review, and/or forthcoming.

Recent and Significant Scholarly Activity:

Refereed Journal Articles

- Thomas A. Hemphill. "Patent Assertion Entities: Do They Impede Innovation and Technology Commercialisation?," *Technology Analysis & Strategic Management*, Vol. 26, No. 7, 2014, pp. 717-731.
- Thomas A. Hemphill and Gregory A. Laurence. "Professional Boards: An Assessment of Pozen's Corporate Governance Model," *International Journal of Law and Management*, Vol. 56, No. 3, 2014, pp. 197-214.
- Thomas A. Hemphill, Janice A. Joplin, Laurence A. Marsh, and George O. White III. "Wholly Owned Foreign Subsidiary Relation-Based Strategies in Volatile Emerging Markets," *International Business Review*, Vol. 23, No. 1, 2014, pp. 303-312.
- Thomas A. Hemphill. "The U.S. Advanced Manufacturing Initiative: Does It Translate Into an Innovation or Industrial Policy?," *Innovation: Management, Policy & Practice*, Vol. 16, No. 1, 2014, pp. 67-70.
- Thomas A. Hemphill. "The Global Food Industry and 'Creative Capitalism': The Partners in Food Solutions Sustainability Model," *Business and Society Review*, Vol. 118, No. 4, 2013, pp. 489-511.
- Thomas A. Hemphill. "The U.S. Food and Drug Administration and New Drug Approvals: A Safety vs. Innovation Paradox?," *Innovation: Management, Policy & Practice*, Vol. 15, No. 3, 2013, pp. 364-367.
- Thomas A. Hemphill. "The Obama Innovation Strategy: How Will It Influence U.S. Corporate Innovation and R&D Management?," *Innovation: Management, Policy & Practice*, Vol. 15, No. 3, 2013, pp. 260-270.
- Thomas A. Hemphill. "The ISO 26000 Guidance on Social Responsibility International Standard: What are the Business Governance Implications?," *Corporate Governance: The International Journal of Business in Society*, Vol. 13, No. 3, 2013, pp. 305-317.
- Thomas A. Hemphill and George O. White III. "China's National Champions: A New Era of Domestic Protectionism – Or the Evolution of Industrial Policy?," *Thunderbird International Business Review*, Vol. 55, No. 2, 2013, pp. 193-212.

Book Chapter

- Thomas A. Hemphill and George O. White III. "Wholly Owned Foreign Subsidiary Government Relations Based Strategies in the Philippines," in The Routledge Companion to Nonmarket Strategy. T. C. Lawton and T. Rajwani (Eds.), Routledge Press. (Forthcoming 2015)

Significant Editorially Reviewed Articles

- Thomas A. Hemphill. "Is State 'Right to Try' Legislation Misguided Policy?," *Regulation: The Cato Review of Business and Government*, Vol. 37, No. 3, 2014, pp. 2-3.
- Thomas A. Hemphill. "The Benefit Corporation: Statutory Barriers to Adoption," *Regulation: The Cato Review of Business and Government*, Vol. 37, No. 2, 2014, pp. 7-9.
- Thomas A. Hemphill. "Electronic Cigarettes at a Regulatory Crossroads," *Regulation: The Cato Review of Business and Government*, Vol. 36, No. 2, 2013, pp. 10-12.
- Thomas A. Hemphill. "Reports Outline Challenges to U.S. Manufacturing Innovation," *Research-Technology Management*, Vol. 56, No. 4, 2013, pp. 3-6.
- Thomas A. Hemphill, Waheeda Lillevik and Mark J. Perry. "The U.S. Manufacturing Sector's Skilled Worker Gap: What are the Emerging Human Resource Development Strategies?," *Business Horizons Quarterly*, U.S. Chamber of Commerce Foundation, Winter 2013, pp. 12-19.
- Thomas A. Hemphill. "Shareholder Proxy Access: The Results of Private Ordering," *Regulation: The Cato Review of Business and Government*, Vol. 33, No. 4, 2012-2013, pp. 4-5.

Book Reviews

- Thomas A. Hemphill. Mass Flourishing: How Grassroots Innovation Created Jobs, Challenge, and Change, by Edmund Phelps, 2013. *Cato Journal*. (Under Review)

Thomas A. Hemphill. Inside Real Innovation: How the Right Approach Can Move Ideas from R&D to Market – And Get the Economy Moving, by Eugene Fitzgerald, Andreas Wankerl and Carl Schramm, 2011. *Innovation: Management, Policy & Practice*, Vol. 16, No. 1, 2014, pp. 170-172.

Thomas A. Hemphill. Firm Commitment: Why the Corporation is Failing Us and How to Restore Trust in It, by Colin Mayer, 2013. *Business Economics*, Vol. 49, No. 1, 2014, pp. 61-62.

Conference Presentations

George O. White III, Orhun Guldken, Thomas A. Hemphill, Roberto Galang and Medhi Sharif Khoobdeh. "Trends on Global Strategy Research from 2000 to 2010: Text Mining and Bibliometric Analyses." The 74th Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania, August 1-5, 2014.

George O. White III, Tazeeb Rajwani and Thomas A. Hemphill. "Political Ties and Regulator Vulnerabilities to Political Pressures: The Moderating Effects of Regulatory and Political Distance." Academy of International Business Annual Conference, Vancouver, Canada, June 23-26, 2014.

Thomas A. Hemphill and Waheeda Lillevik. "The Economic Ethic Manifesto: What Has Happened Since Inception?" The 20th Annual International Vincentian Business Ethics, DePaul University, Chicago, Illinois, October 17-19, 2013.

Service – Professor Hemphill is an active member of many School of Management and university committees. Examples of this committee service includes: Graduate Committee, Research and Publications Committee, various faculty search committees, area coordinator, university-wide Graduate Committee, and coordination of the Entrepreneurship and Innovation Management major. In addition, Professor Hemphill has made contributions to the discipline by serving on editorial review boards (e.g. *Review of Business*, *Corporate Governance* and the *Journal of Business Ethics*) and serving continuously as a reviewer.

External Reviewers:

Reviewer (A): "Professor Hemphill has developed into a public scholar... He has shown himself to be capable of publishing in rigorous scholarly journals, such as the *Journal of Business Ethics* and to be capable of making his contributions accessible to the practitioner public... He has developed a name for himself in this area [industry self-regulations]... Dr. Hemphill stands above the majority of his peers in this regard [teacher-scholar model where he is actively engaged in applied research with direct application to the practice of management]... ...his articles are well written and accessible, and the questions he asks are relevant to the most critical issues facing managers today."

Reviewer (B): "It is clear that Dr. Hemphill has pursued an active and aggressive research agenda... There is absolutely no doubt that Dr. Hemphill's quantity of research over time is significant... Let me be absolutely clear, the quantity and quality of Dr. Hemphill's research is appropriate for Promotion to Full Professor. His record clearly evidences a commitment and passion for research that I am convinced will continue long into the future... I cannot name a single other individual who spans this [innovation, regulation, ethics, and technology] breadth of intellectual activity."

Reviewer (C): "Dr. Hemphill has an outstanding record of research productivity. He has about 80 refereed articles plus about a half dozen more under review. He has over 120 additional articles ranging from journal articles that are editor-reviewed, to practitioner and magazine pieces, newspaper articles, and book reviews. This is an extraordinary level of productivity... ...I find Dr. Hemphill's scholarship to be thoughtful, creative, systematic, and very soundly grounded in a deep and wide-ranging knowledge of the literature... You asked me to 'estimate Dr. Hemphill's standing in relation to others in his peer group who are working in the same field at similar institutions.' Well, I know of no one with 200 articles, many of which feature interesting and usually compelling pieces of public policy analysis. Dr. Hemphill is close to unique."

Reviewer (D): “Dr. Hemphill has a well-developed analytic frame for approaching many types of business-government interaction... I was impressed, for example, with his analysis of the policy options facing the biotechnology sector regarding DNA patents... Dr. Hemphill’s papers reflect concern with global, as well as national policy issues... Taken as a whole, it is my opinion that Dr. Hemphill has brought a sophisticated eye to a variety of important business-government-society issues, mostly focused on the structural relationships between the actors. This is a very important and useful perspective... He is productive in terms of volume, and in my opinion, he has written a number of papers that are commensurate with the academic leadership we associate with full professors.”

Reviewer (E): “It is hard not to be impressed by the breadth and thoroughness of Dr. Hemphill’s research, which has tackled a broad range of issues in the strategy, innovation, and public policy arena... ...I would highlight his [Professor Hemphill’s] ... fascinating and insightful discussion of China’s national champions and the history of China’s industrial policy... [The article] should be on the reading list of any international business course that deals with doing business in the Chinese market... Dr. Hemphill’s publication record, in terms of both quantity and quality, would likely rank him in the top 1 percent of his peer group working in Strategy, Innovation, and Public Policy at institutions similar to the University of Michigan-Flint.”

Reviewer (F): “In the area of research, Dr. Hemphill has published many articles (well over 75) in a number of high-quality, peer-reviewed journals... Such publishing activity shows that Dr. Hemphill is highly committed to both research quantity and quality... ...I estimate that his standing in relation to others in his peer group who are employed in the same field at similar institutions is well above average.”

Summary of Recommendation:

Professor Hemphill has demonstrated a commitment to teaching, exceptional research in both volume and breadth, and service to the School of Management, university, and to his profession. Professor Hemphill’s research is exceptional both in its volume and its breadth. I enthusiastically recommend that Thomas A. Hemphill be promoted to professor of management, with tenure, School of Management.

Recommended by:



Scott D. Johnson, Dean
Dean, School of Management

Recommendation endorsed by:



Barbara B. Dixon, Interim Provost and
Vice Chancellor for Academic Affairs



Susan E. Borrego, Chancellor
University of Michigan-Flint

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