

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Dr. Melissa S. Baucus Title: Professor

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	1988	Indiana University Bloomington	Business	
MBA	1986	Indiana University Bloomington	Management	
BSB	1982	Indiana University Bloomington	Management and Administration	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Professor	Texas State University	January 2016 - Present
Dunedin City Chair & Professor of Entrepreneurship; Director of Centre for Entrepreneurship	University of Otago	January 2015 - January 2016
Professor of Entrepreneurship	University of Otago	December 2012 - January 2016
Associate Professor	University of Louisville	August 2006 - December 2012
Associate Professor	Xavier University	2001 - 2006
Associate Professor	Utah State University	1997 - 2001
Assistant Professor	Utah State University	1994 - 1997
Assistant Professor	University of Kentucky	1989 - 1994
Assistant Professor	Clark University	1987 - 1989
Associate Instructor	Indiana University	1982 - 1987

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Nominee: Faculty Favorite for Teaching, University of Louisville.

2007

B. Courses Taught:

Texas State University:

MGT 3360 - STUDIES IN ENTREPR

MGT 4335 - STRATEG MGT & BUS

MGT 4390K - BUS CREATIV&INNOVA

MGT 5380E - INTERNATIONAL LEADERSHIP

C. Directed Student Learning (i.e. theses, dissertations, exit committees, etc.):

Member, Master's Thesis, "Austism & Entrepreneurship: How Small Businesses Can Make a Big Difference", Status: Proposal. (May 2018 - December 2019). MBA Program, Texas State University.

Student(s): Marc van Bree, Graduate, MBA.

F. Other:

Three Day Startup (3DS), 3DS, McCoy College of Business. San Marcos. 100. (March 2018 - November 2018).

G. Teaching Professional Development Activities Attended

5-week university course, "Foundations of Online Course Design & Development," Texas State University, San Marcos, TX. (January 9, 2018 - February 9, 2018).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

1. Books:

d. Chapters in Books:

Refereed:

Baucus, M., & Cochran, P. (2016). What kills a reputation? A post-mortem analysis of Jekyll-Hyde business leaders. In M. Torres, V. Cathro, & M. A. Gonzalez-Perez (Eds.). Bingley, United Kingdom: Dead Firms: Causes and Effects of Cross-Border Corporate Insolvency. Emerald Group Publishing.

Baucus, D. A., Baucus, M., & Mitchell, R. (2014). Lessons from the neural foundation of entrepreneurial cognition: The case of emotion and

motivation. In J. R. Mitchell, R. K. Mitchell, & B. Randolph-Seng (Eds.), *Handbook of Entrepreneurial Cognition* (pp. 254–315). Cheltenham, United Kingdom: Edward Elgar Publishing.

Baucus, M. S. (1997). Business ethics as a life-long journey: Developing reflective judgment, self-awareness and empathy. In *Research in Corporate Social Performance & Policy* (Vol. Supplement 2, pp. 243–271).

Baucus, M. S. (1989). Why firms do it and what happens to them: A reexamination of the theory of illegal corporate behavior. In *Research in Corporate Social Performance & Policy* (Vol. 11, pp. 93–118).

Non-refereed:

Lohrke, F., Baucus, M., & Carson, C. (2014). Publishing cases in entrepreneurship journals. In A. Fayolle & M. Wright (Eds.), *How to Get Published in the Best Entrepreneurship Journals*. (pp. 201–236). Cheltenham, UK: Edward Elgar Publishing.

2. Articles:

a. Refereed Journal Articles:

Fox, C. J., Davis, P. E., & Baucus, M. (Accepted / In Press). Corporate social responsibility during unprecedented crises: the role of authentic leadership and business model flexibility. *Management Decision*, (Quality: IF=2.72; CABS=2; ABDC=B; Management Department Ranking=A).
<https://doi.org/https://doi.org/10.1108/MD-08-2020-1073>

Lee, J., Suh, T., Roy, D. P., & Baucus, M. S. (2019). Emerging Technology and Business Model Innovation: The Case of Artificial Intelligence. *Journal of Open Innovation*, 5(3), 44–53.

Davis, M., Cox, M., & Baucus, M. S. (Published). Managerial aspirations and suspect leaders: The effect of relative performance and leader succession on organizational misconduct. *Journal of Business Ethics*.
<https://doi.org/10.1007/s10551-019-04245-1>

Kirkwood, J., Baucus, M., & Dwyer, K. (2016). Triggering Ethics in the Start-up Entrepreneur. *Journal of Business Ethics Education*, 13, 91–116.

Norton, W., Murfield, M., & Baucus, M. (2014). Leader emergence: The development of a theoretical framework. *Leadership and Organization Development*, 35(6), 513–529.

Mittens, C., Baucus, M., & Norton, W. (2013). Establishing cognitive legitimacy in emerging organizations: The role of prestige. *Journal of Small Business Strategy*, 23(1), 71–91.

- Mittiness, C., Baucus, M., & Sudden, R. (2012). Betting on the horse or the jockey: The impact of angel expertise on angel investing. *Venture Capital: An International Journal of Entrepreneurial Finance*, 14(4), 241–267.
- Meek, W., Davis-Sramek, B., Baucus, M., & Germain, R. (2011). Commitment in franchising: The role of collaborative communication and a franchisee's propensity to leave. *Entrepreneurship Theory & Practice*, 35(3), 559–581.
- Baucus, M., Human, S., Clark, T., & Rosenthal, D. (2011). P&G is selling Oxydol! *Entrepreneurship Theory & Practice*, 35(2), 395–412.
- Baucus, M. S. (2009). An overview of empirical research on ethics in entrepreneurial firms within the United States. *African Journal of Business Ethics*, 4(2), 56–68.
- Baucus, M. S. (2008). Fostering creativity and innovation without encouraging unethical behavior. *Journal of Business Ethics*, 81(1), 97–115.
- Baucus, M. S. (2006). Case studies of ethical scandals: Effects on ethical perceptions of finance students. *Journal of Business Ethics*, 64(3), 213–229.
- Baucus, M. S. (2006). How course technologies impact business education and student learning. *Florida Communications Journal*, 34, 17–29.
- Baucus, M. S. (2005). Designing ethical organizations: Avoiding the long-term negative effects of rewards and punishments. *Journal of Business Ethics*, 56(4), 355–370.
- Baucus, M. S. (2005). Student online self-assessment: Structuring individual-level learning in a new venture creation course. *Journal of Management Education*, 29, 111–134.
- Baucus, M. S. (2005). The changing shape of corporate universities. *Innovate*, (July).
- Baucus, M. S. (2004). Idea or prime opportunity? A framework for evaluating business ideas for new and small ventures. *Journal of Small Business Strategy*, 15(1), 61–79.
- Baucus, M. S. (2004). Project management in local nonprofit organizations: Engaging students in problem-based learning. *Journal of Management Education*, 28(5), 610–629.
- Baucus, M. S. (1998). An empirically-based model of the wrongful firing in violation of public policy process. *Group & Organization Management*, 23(4), 347–389.

- Baucus, M. S. (1998). Internal vs. external whistleblowers: A comparison of the whistleblowing process. *Journal of Business Ethics*, 17, 1281–1298.
- Baucus, M. S. (1997). Paying the piper: An empirical examination of the longer-term financial consequences of illegal corporate behavior. *Academy of Management Journal*, 40(1), 129–151.
- Baucus, M. S. (1997). Variations in base fees and royalties in franchise contracts. *Franchising Research: An International Journal*, 2(1), 15–31.
- Baucus, M. S. (1996). Consensus in franchise organizations: A cooperative arrangement among entrepreneurs. *Journal of Business Venturing*, 11(5), 359–378.
- Baucus, M. S. (1996). Cooperative arrangements among entrepreneurs: An examination of communication & opportunism within franchise structures. *Journal of Business Research*, 36, 67–80.
- Baucus, M. S. (1994). Pressure, opportunity and predisposition: An expanded model of corporate illegality. *Journal of Management*, 20, 699–721.
- Baucus, M. S. (1994). Wrongful firing in violation of public policy: Who gets fired and why? *Employee Responsibilities & Rights Journal*, 7, 191–206.
- Baucus, M. S. (1993). Choosing a franchise: How base fees and royalties relate to the value of the franchise. *Journal of Small Business Management*, 31, 91–104.
- Baucus, M. S. (1993). The relationship between values and practice: Organizational climates for wrongdoing. *Administration & Society*, 25, 204–226.
- Baucus, M. S. (1991). Can illegal corporate behavior be predicted? An event history analysis. *Academy of Management Journal*, 34, 1–28.
- Baucus, M. S. (1991). What is corporate crime? It is not illegal corporate behavior. *Law & Policy*, 13(July), 231–244.

b. Non-refereed Articles:

- Baucus, M. S., & Mitteness, C. (2016). Crowdfunding: Avoiding Ponzi entrepreneurs when investing in new ventures. *Business Horizons*, 59(1), 37–50. Retrieved from www.journals.elsevier.com/business-horizons/
- Baucus, M. S. (2008). Cheating and NASCAR: Who's at the Wheel? *Business Horizons*, 51(5), 379–389.

3. Conference Proceedings:

a. Refereed Conference Proceedings:

Baucus, M. S. (2010). Entrepreneurs as authentic transformational leaders: Critical behaviors for gaining venture capital. In *Frontiers of Entrepreneurship Research*.

Baucus, M. S. (2003). Problem-based learning: Teaching project management while solving real organizational problems. In *Academy of Management Best Paper Proceedings*.

Baucus, M. S. (2003). To plan or not to plan: Is that really the question. In *Frontiers of Entrepreneurship Research*.

Baucus, M. S. (1988). Who commits corporate wrongdoing: Predicting illegal corporate behavior using event history analysis. In *Academy of Management Best Paper Proceedings*.

b. Non-refereed:

Baucus, M. (2014). Shortcut to success: How Ponzi entrepreneurs establish and grow ventures quickly.

Keels, K., Baucus, M., & Castrogiovanni, G. (2012). A guide to writing successful cases for classroom use and publication. In *USASBE Proceedings* (Vol. 2012).

6. Book Reviews:

Baucus, M. S. (1997). Book review. *Business & Society*.

7. Essays:

Baucus, M. S. (1998). *Let's practice what we preach*. *Business & Society* (1st ed., Vol. 37, pp. 94–95).

10. Other Works in Print:

Commentary of Brown & Perry's article, "Quantitative Measures of CSR"s:

Baucus, M. S. (1995). *Halo-adjusted residuals: Prolonging the life of a terminally ill measure of corporate social performance*. *Business & Society* (Vol. 34, pp. 227–235).

Invited Commentary on "Capitalist Pigs," a staged reading of this plays:

Baucus, M. S. (Published). Invited Commentary on "Capitalist Pigs." In *Staging Organizations: Plays as Critical Commentaries on Workplace Life*. Palgrave Macmillan.

Research Translation of AMJ Articles:

Baucus, M. S. (1997). *Research Translation of Paying the Piper. Academy of Management Executive* (1st ed., Vol. 12, pp. 87–88).

Teaching Note to Accompany Cases:

Baucus, M. S. (2011). *P&G is selling Oxydol! Note to Instructors. Entrepreneurship Theory & Practice* (2nd ed., Vol. 35, pp. 408–412).

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

Baucus, M. S., national Academy of Management conference, "Moral Courage: The Process of Engaging in Courageous Acts at Work," AOM, Chicago, United States. (August 2018).

Baucus, M. S., national Academy of Management conference, "Social influence in angel investing," AOM. (August 2017).

Baucus, M. S., International Association for Business & Society, "The role of reading in creating ethical leaders," IABS, Amsterdam, Netherlands. (June 2017).

4. Workshops:

Baucus, M. S., International Association for Business & Society, "Advancing Cutting Edge Ideas III," Hong Kong. (2018).

Baucus, M. S., International Association for Business & Society, "Advancing Cutting Edge Ideas II," IABS, Amsterdam, Netherlands. (June 2017).

5. Other Works not in Print:

b. Works "in progress":

Journal Articles:

Baucus, M. S., Fox, C. J., & Davis, P. E. (In Preparation; Not Yet Submitted). Institutional theory and isomorphism among illegal entrepreneurs. *Journal of Business Ethics*.

C. Scholarly / Creative Grants and Contracts:

2. Submitted, but not Funded, External Grants and Contracts:

Baucus, Melissa Smith (Principal), Konopaske, Arthur R (Supporting), Davis, Phillip Eugene (Supporting), Fox, Corey J (Supporting), Rayburn, Steven W (Supporting). Texas Hill Country Initiative to Grow and Scale Entrepreneurial

Businesses for Economic Impact, FY 2018 EDA Universtiy Center Economic Development Program Competition, Federal, \$1,000,000.00. (Submitted: July 2018). Grant.

Baucus, Melissa Smith, Fox, Corey J, Davis, Phillip Eugene, Konopaske, Arthur R. 2018 Kauffman Foundation Knowledge Challenge, Ewing Kauffman Foundation, Private / Foundation / Corporate, \$100,000.00. Grant.

3. Funded Internal Grants and Contracts:

Baucus, Melissa Smith. Downing Grant for Research Project with an Undergraduate Student, Xavier University, Other, \$2,000.00. (Funded: 2005 - 2006). Grant.

Baucus, Melissa Smith. Entrepreneurship research project with undergraduate student, Katie Kuzmin, Xavier University, Other, \$2,000.00. (Funded: 2004 - 2005). Grant.

Baucus, Melissa Smith. Research project with undergraduate student, Nicole Mazur, Xavier University, Other, \$2,000.00. (Funded: 2002 - 2003). Grant.

Baucus, Melissa Smith. Competitive Faculty Research Grant, Utah State University, Other, \$13,488.00. (Funded: 1997 - 1998). Grant.

Baucus, Melissa Smith. Competitive Faculty Research Grant, Utah State University, Other, \$13,427.00. (Funded: 1995 - 1996). Grant.

D. Scholarly / Creative Fellowships, Awards, Honors:

Award / Honor Recipient: Leading Thinkers: Dunedin City Chair in Entrepreneurship, University of Otago.
January 2015

Award / Honor Recipient: Summer Scholarship, University of Otago, Otago Business School.
December 2013

Award / Honor Nominee: University Faculty Mentor, University of Louisville.
2009

Award / Honor Recipient: Top Reviewer of Papers for SIM Division's AOM Conference, Social Issues in Management Division, Academy of Management.
1998 - 2000

Award / Honor Recipient: Best Doctoral Dissertation, Social Issues in Management Division, Academy of Management.
1988

E. Scholarly / Creative Professional Development Activities Attended:

Workshop, "The Art of Successful Grantsmanship," Texas State University, San Marcos. (November 2, 2018 - Present).

Tutorial, "Using Student-Response Systems in the Classroom," Texas State University. (November 2016).

Workshop, "Texas State Ally Training," Texas State Office of Student Diversity & Inclusion. (January 2016).

F. Media Recognition:

Newspaper, Wall Street Journal. (November 26, 2017).

IV. SERVICE

A. Institutional

1. University:

Member, Piper Professor Selection Committee. (October 2018 - Present).

Member, 3 Day Startup (3DS). (2017 - Present).

2. College:

Member, McCoy Undergraduate Curriculum Committee. (January 2017 - Present).

Member, McCoy Assessment Committee. (August 2017 - December 2017).

Organizer, Step Up For State Campaign to Support 3DS. (June 2017 - October 2017).

3. Department/School:

Chair, Entrepreneurship Curriculum Committee. (January 2017 - Present).

Official Mentor for Corey Fox. (January 2017 - Present).

Member, Personnel Committee, Department of Management. (2016 - Present).

Chair, Entrepreneurship Faculty Search Committee. (May 2017 - November 2017).

B. Professional:

Co-Chair, Business & Society Review. (May 2020 - Present).

Editor, Business & Society Review. (March 2020 - Present).

Reviewer / Referee, Journal of Business Ethics. (January 2017 - Present).

Reviewer / Referee, Business & Society. (2016 - Present).

Reviewer / Referee, Journal of Business Venturing. (2016 - Present).

Chair, Academy of Management, Chicago. (August 2018).

Faculty Mentor, International Association for Business & Society, Amsterdam. (2017).

Editorial Review Board Member, Entrepreneurship Theory & Practice Journal. (2011 - 2017).

Reviewer / Referee, University of Otago College of Business, Dunedin, New Zealand. (August 2017).

Past President, International Association for Business & Society. (2015 - 2016).

Chair, Entrepreneurship Division, AOM. (2015).

Chair, Social Issues in Management Division, AOM. (2015).

President, International Association for Business & Society. (2014 - 2015).

Faculty Presenter, Social Issues in Management Doctoral Consortium. (2011 - 2015).

Officer, International Association for Business & Society. (2013 - 2014).

Officer, International Association for Business & Society. (2012 - 2013).

Editorial Review Board Member, International Entrepreneurship & Management Journal. (2011 - 2013).

Officer, International Association for Business & Society. (2011 - 2012).

Editorial Review Board Member, Journal of Business Ethics Education. (2009 - 2012).

Editorial Review Board Member, Business Horizons. (2004 - 2011).

C. Community:

Volunteer, Hays County Food Bank, San Marcos. (2016 - 2017).

Speaker, Texas Nursery & Landscape Association, TX. (June 2017).

Expert Witness on Professional Codes of Ethics, Louisville. (2011 - 2012).

D. Organization Memberships:

International Association for Business & Society (IABS). (1993 - Present).

Academy of Management (AOM). (1983 - Present).

E. Service Honors and Awards:

Award / Honor Recipient: Inducted as an IABS Fellow, International Association for Business & Society.

June 2016

Award / Honor Recipient: Best Case Reviewer Award, Entrepreneurship Theory & Practice Journal.

August 2012

Award / Honor Recipient: Academic Honoree Award, Women 4 Women.

2007

Award / Honor Recipient: Service to the Division, Social Issues in Management Division, Academy of Management.

2004

Award / Honor Recipient: Dean's Above & Beyond Service Award, Williams College of Business, Xavier University.

2003 - 2004

G. Service Professional Development Activities Attended:

Workshop, "Transition from Service to School: Helping Student Veterans Succeed at Texas State," Office of Diversity & Inclusion, Texas State University, San Marcos. (September 11, 2018).

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Dr. Harlan T. Beverly Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	2015	Oklahoma State University	Business Administration	
MBA	2004	University of Texas at Austin	Business Administration	
BS	1999	Ohio Northern University	Electrical Engineering	

II. TEACHING

B. Courses Taught:

Texas State University:

MSEC 7301 - COMMERC & ENTREPRENEUR SKILLS

MSEC 7301 - PRACTIC COMM & ENT

MSEC 7302 - LDRSHIP COMM & ENT

TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Name: Dr. David A Biemer Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	1980	University of North Texas	Adult Continuing Education	
MA	1973	St. Mary's University	Psychology	
BA	1971	University of Houston	Psychology	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Adjunct Professor-Department of Management	Texas State University—San Marcos, Texas	September 2008 - Present

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
CEO	Leadership Matters Consulting	September 2017 - Present
Director, DARS Leadership Institute	Texas Department of Assistive and Rehabilitative Services	February 2008 - Present
Director, Essentials for Excellence Program	Texas Department of State Health Services	August 2006 - January 2008
Director, Succession Management Leadership Development	Texas Department of Aging and Disability Services	April 2000 - July 2006
Trainer, Consultant and Facilitation Services	David Biemer and Associates	August 1998 - March 2000
Director, Organizational	Texas	April 1978 -

Position
Development

Entity
Department of
Aging and
Disability
Services

Dates
August 1998

II. TEACHING

B. Courses Taught:

Texas State University:

MGT 3303 - MGT OF ORGANIZATION

MGT 4372 - EFFECTIVE LEADERS

MGT 4375 - ORG BEH & HUM R

MGT 4390H - EFFECTIVE LEADERS

MGT 4390J - ORG CHANGE

MGT 4399 - IND STUDY IN MGMT

MGT 5310 - ORG CHNG MGMT

MGT 5314 - ORG BEH & THEORY

MGT 5333 - PROB IN BUS ADMIN

G. Teaching Professional Development Activities Attended

Seminar, "Online Teaching Certification," Office of Distance and Extended Learning, Texas State University. (2021).

III. SCHOLARLY/CREATIVE

B. Works Not in Print:

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: James R. Blacksmith Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MS	1979	Texas A&M University	Mechanical Engineering	
BS	1978	Texas A&M University	Mechanical Engineering	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Per Course Lecturer, Management	Texas State University	August 2016 - Present

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Vice President	URS Corporation	1999 - 2014
Vice President	Radian International	1996 - 1999
Technical Resource Manager	Radian Corporation	1994 - 1995
Division Manager	Radian Corporation	1993 - 1994
Department Head	Radian Corporation	1986 - 1992
Senior Engineer	Radian Corporation	1986 - 1987
Group Leader	Radian Corporation	1985 - 1986
Staff Engineer	Radian Corporation	1983 - 1986
Engineer	Radian Corporation	1979 - 1982

II. TEACHING

B. Courses Taught:

Texas State University:

MGT 3303 - MGT OF ORGANIZATION

F. Other:

Guest Lecture, a workshop on "earned value cost accounting" for project management to graduate students, MBA Graduate Advisor, Ms. Brittany Naylor. (October 2018).

Guest Lecture, Workshop on technical writing. (September 2018).

G. Teaching Professional Development Activities Attended

Seminar, "Online Teaching Certification," Office of Distance Learning, Texas State University. (2020).

III. SCHOLARLY/CREATIVE

B. Works Not in Print:

E. Scholarly / Creative Professional Development Activities Attended:

online training course, "Cybersecurity," Texas State University. (June 2020).

online training course, "Ethics," Texas State University. (September 2018).

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Danny Bogar Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MBA	1990	University of St. Thomas	Finance	
BBA	1981	Stephen F Austin State Univ	Marketing	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Per Course Lecturer, Management	Texas State University	January 16, 2019 - Present
Lectured for Professor John J. Kennedy, Entrepreneur Course	University of Notre Dame	2011 - 2014

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Head of Operations	374Water, Inc.	April 2021 - Present
President/COO/Director	Power Verde Inc.	September 2019 - April 2021
Board Member	Power Verde Inc.	July 2019 - September 2019
President/CEO	American Green Technology, Inc.	March 2009 - July 2019
Managing Director/President	Stanford Group Holdings, Inc.	August 2000 - March 2009
GM/President	CellStar Corp.	September 1987 - July 2000

II. TEACHING

B. Courses Taught:

Texas State University:

MGT 3303 - MGT OF ORGANIZATION

G. Teaching Professional Development Activities Attended

Seminar, "Online Teaching Certification training," Office of Distance & Extended Learning, Texas State University. (2020).

III. SCHOLARLY/CREATIVE

B. Works Not in Print:

TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Name: Dr. David Cameron Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	1982	Texas A&M University	Industrial Engineering	
MS	1975	Univ of Cincinnati Main Campus	Environmental Health	
BS	1972	Univ of Cincinnati Main Campus	Biology	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Lecturer	Texas State University - San Marcos, Texas	September 1, 2009 - Present
Adjunct Professor	Concordia University - Austin, TX	September 1, 2011 - December 22, 2013
Lecturer	Texas A&M University	June 1982 - May 1983

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Senior Strategist	Dell Inc, Austin	July 2007 - March 2009
Manager Supplier Engineering, Storage Devices	Dell Inc, Austin	February 2006 - July 2007
Director Product Development	Dell Inc, Austin	June 2002 - February 2006
Senior Consultant	IBM Global Services	May 1998 - June 2002
Manager in Production Engineering	Texas Instruments	June 1983 - August 1997

E. Other Professional Credentials (licensure, certification, etc.)

Texas Licensed Engineer, State Board of Engineering. (May 1, 1985 - June 15, 2019).
License Number: 64273.

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Recipient: Outstanding service award for adjunct faculty, Concordia University.
December 7, 2013

B. Courses Taught:

Texas State University:

MGT 3375 - INT'L BUS
MGT 4330 - OPERATIONS MGT
MGT 4335 - STRATEG MGT & BUS
MGT 4340 - QUALITY MGT & BEYO
MGT 4350 - BUS PLAN DEVELOP
MGT 4399 - IND STUDY IN MGMT
MGT 5313 - STRATEGIC MGT
MGT 5315 - NEW VENTURE MGT
MGT 5333 - PROB IN BUS ADMIN

C. Directed Student Learning (i.e. theses, dissertations, exit committees, etc.):

Directed Individual/Independent Study, "IDEO Business Model and Process", Status: Completed. (September 1, 2014 - December 1, 2014). Management.
Student(s): Akiko Mugi Agha.

F. Other:

3 Day Startup Student Program, McCoy College of Business. 55. (November 12, 2013 - November 15, 2019).

3DS Step 2, Extended Workshop, 3 weeks, McCoy College of Business. 25. (March 2, 2019 - March 23, 2019).

Development and Selection of MBA Field Project clients, each semester, MBA Capstone Course, Field Project, Texas State University. San Marcos, TX. 8. (August 2020 - Present).

Faculty Advisor, Advisor to ENT (and CEO until fall 2019) student organizations, McCoy College of Business. 30. (January 22, 2017 - Present).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

2. Articles:

b. Non-refereed Articles:

Cameron, D. (2015). 2014 Color Toner Market Study: Industry Challenges, Opportunity and Risk. *ENX Magazine, Document Imaging Industry, Online Edition, 22, No. 9*(September 2015), 5 pages. Retrieved from www.enxmag.com

10. Other Works in Print:

Magazine / Trade Publications:

Cameron, D. (2015, October 10). Emerging Market Potential - Recycled ink/toner. *International Recycling Times*. Published.

B. Works Not in Print:

2. Invited Talks, Lectures, and Presentations:

Cameron, D., ITEX National Conference, "\$20B Opportunity- Aftermarket Color Supplies," ITEX, Ft. Lauderdale, FL. (March 12, 2015).

5. Other Works not in Print:

a. Works "submitted" or "under review":

Journal Articles:

Cameron, D. (Submitted / Under Review). Final Report, 2014 Color Toner Market Study: Breaking Through Challenge. *Recycling Times Magazine*, 6. Retrieved from www.irecyclingtimes.com/Magazine-Detail?magazine_id=95&magazine_category_id=2 (September 10, 2015)

c. Other Works Not in Print:

Keynote / Plenary Addresses:

Cameron, D., NA Summit on Aftermarket Supplies, "Emerging Market Opportunity in Aftermarket Color Toner," Recycling times, Las Vegas, NE. (May 14, 2015).

IV. SERVICE

A. Institutional

1. University:

Organizer, 3DS - Three Day Startup Program. (January 22, 2018 - Present).

Program Organizer and Interim Director, 3 Day Startup Program. (January 10, 2014 - Present).

Participant, Reading University Strategic Plans - Innovation. (March 2017 - April 2017).

2. College:

University Mentor, Entrepreneurship Weekends, Ignite and Launch. (January 2019 - Present).

University Mentor, CEO Student Organization. (April 2017 - Present).

Faculty Mentor, Mentoring ENT-Beta Student Chapter. (September 2, 2016 - Present).

Industry consultation about business development strategy, Externship. (July 6, 2015 - September 4, 2015).

3. Department/School:

Resumes, interviewing, job search assistance, Student mentoring and advising. (September 2, 2015 - Present).

Committee Member, Scholarship Committee. (January 20, 2015 - Present).

Attendee, Meeting, Development of Standardized Case Studies for Cross Departmental Application. (September 15, 2014 - Present).

B. Professional:

Committee Member, First Presbyterian Church.

Officer, President, Panoramic Voices Board, Austin, TX. (March 2011 - February 2016).

E. Service Honors and Awards:

Award / Honor Recipient: Outstanding Faculty Service, McCoy College of Business.
January 2020 - August 2020

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Dr. Michael J. D'Amelio

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MS	2006	St. Edward's University	Organizational Leadership and Ethics	
JD	1991	Arizona State University	Law	
BS	1983	University of Massachusetts	Mechanical Engineering	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Lecturer	Texas State University	June 2007 - Present
Lecturer	Phoenix College	1992 - 1993

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Lawyer	Sole Practitioner	April 2002 - Present
Director of Research & Development and Intellectual Property Department head	Illinois Tool Works - Wilsonart Procter & Gamble Company	December 1997 - April 2002 June 1995 - December 1997
Manager	XM Corporation	September 1994 - June 1995
Law Clerk	Natkin, Weisbach, Higginbotham, P.A.	1992 - 1993
Production System Analysis	Sentinel Technologies, Inc.	1986 - 1988
Production System Analysis	Texas Instruments, Inc.	1984 - 1986

II. TEACHING

B. Courses Taught:

Texas State University:

GNST 4350 - INTERDSPLNRY PRJCT

MGT 3303 - MGT OF ORGANIZATION

MGT 4370 - BUSINESS ETHICS

MGT 4371 - BUS GOVT & SOCIETY

MGT 4390C - BUSINESS ETHICS

MGT 4390H - EFFECTIVE LEADERS

MGT 4390K - BUS CREATIV&INNOVA

MGT 4399 - IND STUDY IN MGMT

MGT 5312 - SEMINAR IN MGT

MGT 5325 - MANAGING BUSN CRTV

MGT 5380A - BUS ETHICS LEADER

G. Teaching Professional Development Activities Attended

Seminar, "Online teaching certification," Office of Distance Learning, Texas State University. (2020).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

2. Articles:

b. Non-refereed Articles:

D'Amelio, M. (2006). Fairness Considerations and the Growing Executive/Employee Wage Gap. *Perspectives in Business*, (Summer 2006), P. 9.

D'Amelio, M. (2003). Protecting Your Inventions: The Basics. *Inventor's Digest*, (July/August 2003), 31.

D'Amelio, M. (2003). Three Things Every Attorney Should Know About Patent Law. *Austin Lawyer*, (July/August 2003), 20.

D'Amelio, M. (1997). Protection of Intellectual Property from the International Trade Commission. *Intellectual Property Today*, 5.

B. Works Not in Print:

IV. SERVICE

B. Professional:

Member, Arizona State Bar.

Member, Federal Patent Bar.

Member, Ohio State Bar.

Member, Texas State Bar.

C. Community:

Member, Big Brother Program, Phonenix, AR.

Member, Habitat for Humanity, Cincinnati, OH.

Member, Humane Society.

Member, Project Literacy Program, Hyannis,, MS.

Volunteer Mediator, Dispute Resolution Center, Austin, TX.

D. Organization Memberships:

Arizona State Bar Association.

Federal Patent Bar Association.

Ohio State Bar Association.

Texas State Bar Association.

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Dr. Josh Daspit

Title: Assistant Professor

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	2012	University of North Texas	Management	
MBA	2009	University of St. Thomas	International Business	
BS	2004	Lamar University	Political Science	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Assistant Professor, Department of Management	Texas State University. San Marcos, TX, United States	2018 - Present
Adjunct Professor, Department of Management	University of North Texas. Denton, TX, United States	2012 - 2020
Associate Professor (with tenure), Department of Management & Information Systems	Mississippi State University. Starkville, MS, United States	2018
Assistant Professor, Department of Management & Information Systems	Mississippi State University. Starkville, MS, United States	2012 - 2018
Research Assistant & Teaching Fellow, Department of Management	University of North Texas. Denton, TX, United States	2008 - 2012

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
CEO	Parco Enterprises LLC, Buda, TX	2018 - Present
Senior Consultant	Emigra USA, LLC	2006 - 2008

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Director of Community Affairs	U. S. House of Representatives	2004 - 2005

E. Other Professional Credentials (licensure, certification, etc.)

Entrepreneurial Mindset Facilitator, The Entrepreneurial Learning Initiative. (February 2020 - Present).

Online teaching certification, Quality Matters. (March 2018 - Present).

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Recipient: Teaching Award of Honor, Texas State Alumni Association.
2020

Award / Honor Recipient: Outstanding University Teaching Fellow, University of North Texas.
2011

B. Courses Taught:

Texas State University:

MGT 3360 - STUDIES IN ENTREPR

MGT 4335 - STRATEG MGT & BUS

MGT 4390K - BUS CREATIV&INNOVA

MGT 5315 - NEW VENTURE MGT

Mississippi State University:

BUS 4853 - Business Policy/Capstone

MGT 3323 - Entrepreneurship

University of North Texas:

MGMT 3720 - Organizational Behavior

MGMT 3820 - Management Concepts (Principles)

MGMT 3820 - Management Concepts

MGMT 3860 - Human Resource Management

MGMT 4660 - International Management

MGMT 5120 - Managing Organizational Design and Change

MGMT 5140 - Organizational Behavior and Analysis

MGMT 5710 - Seminar in Business Ethics & Social Responsibility

C. Directed Student Learning (i.e. theses, dissertations, exit committees, etc.):

Member, Dissertation, Status: In Progress. (November 2020 - Present). Management, University of Texas at San Antonio.

Student(s): Siang-Ru (Lulu) Huang, Doctoral, Organization and Management Studies.

Member, Dissertation, "Strategic Persistence, Dominant Strategy and Firm Performance in Publicly Traded Family Firms", Status: Completed. (2017). Management & Information Systems, Mississippi State University.

Student(s): Hanqing "Chevy" Fang, Doctoral, Ph.D.

Supervisor / Chair, Dissertation, "Exploring the Effect of Family CEO on Family Firm Innovation", Status: Completed. (2017). Management & Information Systems, Mississippi State University.

Student(s): Zonghui "Zoey" Li, Doctoral, Ph.D.

Member, Dissertation, "An Empirical Model of Collaboration Capability and Absorptive Capacity in Virtual Teams: A Multi-Dimensional Investigation using Confirmatory Factor Analysis", Status: Completed. (2015). Engineering, Mississippi State University.

Student(s): Fadi Batarseh, Doctoral, Ph.D.

Member, Dissertation, "A Dynamic Capabilities View of Technology Adoption Decisions: The Moderating Roles of Micro-Politics and Innovation Characteristics", Status: Completed. (2015). Marketing, Mississippi State University.

Student(s): Kenneth Graham, Doctoral, Ph.D.

Member, Dissertation, "Collaborative Resilience: The Multi-Level Structure of Organizational Kinship in Socioeconomic Collectives", Status: Completed. (2014). Management & Information Systems, Mississippi State University.

Student(s): Robert Randolph, Doctoral, Ph.D.

D. Courses Prepared and Curriculum Development:

MGT 3360: Studies in Entrepreneurship, First Time Course Preparation, Texas State University. Taught: August 2019 - December 2019.

MGT 5315: New Venture Management, First Time Course Preparation, Texas State University. Taught: August 2018 - December 2018.

MGT 4390K: Business Creativity & Innovation, First Time Course Preparation, Texas State University. Taught: July 2018 - August 2018.

MGT 4335: Strategic Management Capstone, Revise Existing Course, Texas State University: July 2018 - August 2018.

F. Other:

Guest Lecture, "The Art and Science of Networking", Material Science, Engineering, and Commercialization Ph.D. program at Texas State University. San Marcos, TX. (February 2020).

Guest Lecture, "LGBT Entrepreneurship" (presented to undergraduate entrepreneurship class), Oklahoma State University. Stillwater, OK, United States. (September 2019).

Guest Lecture, "Strategic Alliances" (presented to students in two sections of BUS 4853: Strategy Capstone), Mississippi State University. Starkville, MS. (March 2018).

Guest Lecture, "New venture success: What matters (if anything)?" (presented to undergraduate entrepreneurship class), Audencia University. Nantes, France. (January 2017).

Guest Lecture, "Origins of organizations" (presented to students in Master of Public Administration graduate course), Mississippi State University Department of Political Science. Starkville, MS. (March 2013).

G. Teaching Professional Development Activities Attended

Workshop, "How the Pandemic Made Me a Better Educator," Harvard Business Publishing, (Online). (February 4, 2021).

Workshop, "Teaching First-Generation Students: Practical Tips for the Classroom," Texas State University Office of Faculty Development, San Marcos, TX. (March 2020).

Online Teaching Award Ceremony, "7th Annual Award for Excellence in Online Teaching Presentations," Texas State University Office of Distance Education Learning, San Marcos, TX. (February 2020).

Workshop, "Mental Health Concerns at Texas State University: Trends and Resources for Students," Texas State University Office of Human Resources, San Marcos, TX. (2019).

Teaching Technology Development Program, "Strategic Management and Business Capstone Development Partner Program," Cengage. (2018 - 2019).

Workshop, "Hybrid Course Teaching Experiences," Texas State University, San Marcos. (February 2019).

Workshop, "LGBTQIA+ Allies Training," Texas State University, San Marcos, TX. (February 2019).

Conference Attendance, "Teaching and Learning Conference," Academy of Management, Chicago, IL, United States. (August 2018).

Workshop, "Advanced TRACS (Learning Management System) Training," Texas State University, San Marcos, TX, United States. (August 2018).

Seminar, "Rabideau Lecture on Teaching Excellence given by Dr. Linda Morse," Mississippi State University Center for Teaching and Learning, Starkville, MS. (2017).

Workshop, "Recognizing and Responding to Microaggressions in the Classroom," Mississippi State University Center for Teaching and Learning, Starkville, MS. (October 11, 2017).

Conference Attendance, "Business Educator's Forum," Cengage, Nashville, TN. (2016).

Workshop, "Making Group Work Successful," Mississippi State University Center for Teaching and Learning, Starkville, MS. (2016).

Workshop, "Maroon & Write Quality Enhancement Program," Mississippi State University Quality Enhancement Program, Starkville, MS. (2016).

Workshop, "Safe-Zone (LGBT Ally) Training," Mississippi State University Holmes Cultural Diversity Center and Safe Zone Advisory Board, Starkville, MS. (2016).

Seminar, "Rabideau Lecture on Teaching Excellence given by Dr. Robert Wolverton," Mississippi State University Center for Teaching and Learning, Starkville, MS. (2015).

Workshop, "Developing Good Assessments," Mississippi State University Quality Center for Teaching and Learning, Starkville, MS. (2015).

Workshop, "Metacognition: The Key to Improving Writing and Learning," Mississippi State University Quality Enhancement Program and the Center for Teaching and Learning, Starkville, MS. (2015).

Workshop, "Student Support: Decision Points for Professors," Mississippi State University Center for Teaching and Learning, Starkville, MS. (2015).

Seminar, "Grisham Master Teacher Lecture presented by Dr. Meghan Millea," Mississippi State University, Starkville, MS. (2014).

Seminar, "Terrific Tips: Great Teaching Ideas from Award-Winning Faculty," Mississippi State University Center for Teaching and Learning, Starkville, MS. (2013).

Seminar, "'Starfish Education: Living my Dream and Making a Difference". Grisham Master Teacher Lecture presented by Dr. Kim Walters.," Mississippi State University, Starkville, MS. (2013).

Workshop, "Introduction to Blackboard Learn," Mississippi State University Center for Teaching and Learning, Starkville, MS. (2013).

Workshop, "MSU's QEP: Maroon & Write and the Maroon Institute for Writing Excellence," Mississippi State University Center for Teaching and Learning, Starkville, MS. (2013).

Workshop, "myCourses (Blackboard): Assessments," Mississippi State University Center for Teaching and Learning, Starkville, MS. (2013).

Workshop, "myCourses Assessments," Center for Teaching & Learning. (2013).

Workshop, "Introduction to myCourses (Blackboard)," Mississippi State University Center for Teaching and Learning, Starkville, MS. (2012).

Workshop, "Opening Minds: Strategies for Teaching Challenging Concepts," Mississippi State University Center for Teaching and Learning, Starkville, MS. (2012).

Workshop, "Using Technology to Increase Instructional Time: Flipping Your Classroom," Mississippi State University Center for Teaching and Learning, Starkville, MS. (2012).

Workshop, "Opening Minds: Strategies for Teaching Challenging Concepts," Center for Teaching & Learning. (October 10, 2012).

Workshop, "Using Technology to Increase Instructional Time: Flipping Your Classroom," Center for Teaching & Learning. (September 19, 2012).

Workshop, "Introduction to myCourses," Center for Teaching & Learning. (August 16, 2012).

Workshop, "Engaging Learning," University of North Texas Forum on Teaching & Learning, Denton, TX. (2011).

Workshop, "Technology Integration and Teaching Effectiveness," University of North Texas, Denton, TX. (2011).

Workshop, "Using Blackboard in Online Teaching," University of North Texas, Denton, TX. (2011).

Workshop, "Managing the Classroom Effectively," University of North Texas, Denton, TX. (2010).

Workshop, "What to Include in a Syllabus," University of North Texas, Denton, TX. (2010).

Workshop, "Dealing with Large Classes," University of North Texas, Denton. (2009).

Workshop, "Quality Enhancement Projects and N-Gen," University of North Texas, Denton. (2009).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

1. Books:

d. Chapters in Books:

Refereed:

Tabor, W., Madison, K., Daspit, J. J., & Holt, D. T. (2018). The heterogeneity of family firm ethical cultures: Current insights and future directions. In *The Palgrave Handbook of Heterogeneity among Family Firms* (pp. 615–642). Basingstoke, UK: Palgrave. Retrieved from https://link.springer.com/chapter/10.1007/978-3-319-77676-7_23

2. Articles:

a. Refereed Journal Articles:

Li, Z., Daspit, J. J., & Marler, L. (Accepted / In Press). Executive Pay Dispersion: Reconciling the Differing Effects of Pay Inequality and Pay Inequity on Firm Performance. *International Journal of Human Resource Management*, (Quality: "A", Impact Factor: 3.040 (2019), ABDC: A; CABS: 3).

Daspit, J. J., Fox, C. J., & Findley, S. K. (Accepted / In Press). Entrepreneurial mindset: An integrated definition, a review of current insights, and directions for future research. *Journal of Small Business Management*, (Quality: "A", Impact Factor: 3.461 [2019], ABDC: A; CABS: 3). <https://doi.org/10.1080/00472778.2021.1907583>

Daspit, J. J., Chrisman, J., Ashton, T., & Evangelopoulos, N. (Accepted / In Press). Family firm heterogeneity: A definition, common themes, scholarly progress, and directions forward. *Family Business Review*, (Quality: "A+", Impact Factor: 5.212 (2019), ABDC: A; CABS: 3).

Fang, H. (Chevy), Chrisman, J. J., Daspit, J. J., & Madison, K. (2021). Do nonfamily managers enhance family firm performance? *Small Business Economics*, (Quality: "A+", Impact Factor: 4.803 [2019], ABDC: A; CABS: 3). <https://doi.org/doi.org/10.1007/s11187-021-00469-6>

Madison, K., Daspit, J. J., & Marrett, E. G. (Accepted / In Press). Does knowing "who knows what" matter for family firm innovation? Insights from

transactive memory systems theory. *Family Business Review, In Press*, (Quality: “A+”, Impact Factor: 5.212 (2019), ABDC: A; CABS: 3).
<https://doi.org/https://doi.org/10.1177%2F0894486520912879>

- Abebe, M., Acharya, K., Li, P., & Daspit, J. J. (2020). The founder chief executive officer: A review of current insights and directions for future research. *Corporate Governance: An International Review*, 28(6), 406–436. (Quality: “A”, Impact Factor: 2.294 [2019], ABDC: A; CABS: 3).
<https://doi.org/https://doi.org/10.1111/corg.12348>
- Medina, M., Ramachandran, I., & Daspit, J. (2019). Collaboration or Clash? Mapping the Effects of Top Management Team Conflict on Firm Absorptive Capacity. *International Journal of Innovation Management*, 23(3), (Quality: “C”, Impact Factor: N/A, ABDC: N/A; CABS: 2).
- D’Souza, D., Daspit, J. J., & Sigdyaal, P. (2019). Identifying cognitive processing events during clicker exercises and exploring relationships with student learning. *Decision Sciences Journal of Innovative Education*, 17(3), 274–296. (Quality: “C”, Impact Factor: N/A, ABDC: C; CABS: 1).
<https://doi.org/10.1111/dsji.12187>
- Sanchez-Ruiz, P., Daspit, J. J., Holt, D. T., & Rutherford, M. (2019). Family social capital in the family firm: A taxonomic classification, relationships with outcomes, and directions for advancement. *Family Business Review*, 32(2), 131–153. (Quality: “A+”, Impact Factor: 5.212, ABDC: A; CABS: 3).
<https://doi.org/https://doi.org/10.1177/0894486519836833>
- Daspit, J. J., Long, R. G., & Pearson, A. W. (2019). How familiness affects innovation outcomes via absorptive capacity: A dynamic capability perspective of the family firm. *Journal of Family Business Strategy*, 10(2), 133–143. (Quality: “A”, Impact Factor: 3.927, ABDC: B; CABS: 2).
<https://doi.org/10.1016/j.jfbs.2018.11.003>
- Batarseh, F. S., Daspit, J. J., & Usher, J. M. (2018). The collaboration capability of global virtual teams: Relationships with functional diversity, absorptive capacity, and innovation. *International Journal of Management Science and Engineering Management*, 13(1), 1–10. (Quality: “N/A”, Impact Factor: N/A, ABDC: N/A; CABS: N/A).
<https://doi.org/10.1080/17509653.2016.1275865>
- Madison, K., Daspit, J. J., Turner, K., & Kellermanns, F. W. (2018). Family firm human resource practices: Investigating the effects of professionalization and bifurcation bias on performance. *Journal of Business Research*, 84(March), 327–336. (Quality: “A+”, Impact Factor: 4.028, ABDC: A; CABS: 3).
<https://doi.org/http://dx.doi.org/10.1016/j.jbusres.2017.06.021>
- Daspit, J. J., Madison, K., Barnett, T., & Long, R. G. (2018). The emergence of bifurcation bias from unbalanced families: Examining HR practices in the family firm using circumplex theory. *Human Resource Management Review*,

28(1), 18–32. (Quality: “A”, Impact Factor: 3.625, ABDC: A; CABS: 3).
<https://doi.org/https://doi.org/10.1016/j.hrmr.2017.05.003>

Batarseh, F., Usher, J. M., & Daspit, J. J. (2017). Absorptive capacity in virtual teams: Examining the influence of diversity and innovation. *Journal of Knowledge Management*, 21(6), 1342–1361. (Quality: “A”, Impact Factor: 2.551, ABDC: A; CABS: 2). <https://doi.org/10.1108/JKM-06-2016-0221>

Batarseh, F., Usher, J. M., & Daspit, J. J. (2017). Collaboration capability in virtual teams: Examining the influence on diversity and innovation. *International Journal of Innovation Management*, 21(4), (Quality: “C”, Impact Factor: N/A, ABDC: N/A; CABS: 2). <https://doi.org/https://doi.org/10.1142/S1363919617500347>

Daspit, J. J., & D’Souza, D. E. (2017). Capability configuration in software industry SMEs: The CAO model of ordinary capabilities. *Journal of Small Business Management*, 55(S1), 141–162. (Quality: “A”, Impact Factor: 3.248, ABDC: A; CABS: 3). <https://doi.org/10.1111/jsbm.12330>

Randolph, R., Li, Z., & Daspit, J. J. (2017). Toward a typology of family firm corporate entrepreneurship. *Journal of Small Business Management*, 55(4), 530–546. (Quality: “A”, Impact Factor: 3.248, ABDC: A; CABS: 3). <https://doi.org/https://doi.org/10.1111/jsbm.12342>

McLaughlin, E. B., & Daspit, J. J. (2016). Facilitating team projects in the online classroom: Enhancing student team effectiveness. *Business Education Innovation Journal*, 8(2), 110–113. (Quality: “N/A”, Impact Factor: N/A, ABDC: N/A; CABS: N/A). Retrieved from http://www.beijournal.com/images/814V8N2_final-10.pdf

Zavattaro, S. M., & Daspit, J. J. (2016). A grounded theoretical approach to understanding innovation in destination marketing organizations. *Journal of Vacation Marketing*, 22(4), 349–364. (Quality: “A”, Impact Factor: 1.148, ABDC: A; CABS: 1). <https://doi.org/https://doi.org/10.1177%2F1356766715623826>

Li, Z., & Daspit, J. J. (2016). Understanding family firm innovation heterogeneity: A typology of family governance and socioemotional wealth intentions. *Journal of Family Business Management*, 6(2), 103–121. (Quality: “N/A”, Impact Factor: N/A, ABDC: N/A; CABS: N/A). <https://doi.org/https://doi.org/10.1108/JFBM-02-2015-0010>

Daspit, J. J., D’Souza, D. E., & Dicke, L. A. (2016). The value-creating role of firm capabilities: Mapping relationships among absorptive capacity, ordinary capabilities, and performance. *Journal of Managerial Issues*, 28(Spring/Summer), 9–29. (Quality: “C”, Impact Factor: N/A, ABDC: C; CABS: N/A). Retrieved from https://www.jstor.org/stable/44114730?seq=1#metadata_info_tab_contents

- Daspit, J. J., Holt, D. T., Chrisman, J., & Long, R. (2016). Examining family firm succession from a social exchange perspective: A multi-phase, multi-stakeholder review. *Family Business Review*, 29(1), 44–64. (Quality: “A+”, Impact Factor: 4.229, ABDC: A; CABS: 3).
<https://doi.org/https://doi.org/10.1177/0894486515599688>
- Daspit, J. J., Ramachandran, I., & D’Souza, D. (2015). TMT Shared Leadership and Firm Performance: Investigating the Mediating Role of Absorptive Capacity. *Journal of Managerial Issues*, 26(3), 219–239. (Quality: “C”, Impact Factor: N/A, ABDC: C; CABS: N/A).
- Zavattaro, S. M., Daspit, J. J., & Adams, F. (2015). Assessing managerial methods for measuring place brand equity: A qualitative investigation. *Tourism Management*, 47(1), 11–21. (Quality: “A+”, Impact Factor: 3.140, ABDC: A*; CABS: 4).
<https://doi.org/https://doi.org/10.1016/j.tourman.2014.08.018>
- Holt, D. T., & Daspit, J. J. (2015). Diagnosing innovation readiness in family firms. *California Management Review*, 58(1), 82–96. (Quality: “A”, Impact Factor: 1.109, ABDC: A; CABS: 3).
<https://doi.org/https://doi.org/10.1525/cmr.2015.58.1.82>
- Daspit, J. J., Mims, T. C., & Zavattaro, S. M. (2015). The role of positive psychological states in online learning: Integrating psychological capital into the Community of Inquiry framework. *Journal of Management Education*, 39(5), 626–649. (Quality: “B”, Impact Factor: N/A, ABDC: B; CABS: 2).
<https://doi.org/https://doi.org/10.1177/1052562914564980>
- Hite, D. M., Daspit, J. J., & Dong, X. (Judy). (2015). Examining the influence of transculturation on work ethic in the United States. *Cross Cultural Management: An International Journal*, 22(1), 145–162. (Quality: “B”, Impact Factor: 0.778, ABDC: B; CABS: 2).
<https://doi.org/https://doi.org/10.1108/CCM-12-2013-0190>
- Daspit, J. J., & Long, R. (2014). Mitigating moral hazard in entrepreneurial networks: Examining structural and relational social capital in East Africa. *Entrepreneurship Theory & Practice*, 38(6), 1343–1350. (Quality: “A+”, Impact Factor: 3.114, ABDC: A*; CABS: 4).
<https://doi.org/https://doi.org/10.1111/etap.12128>
- Tillman, C. J., Lawrence, E. R., & Daspit, J. J. (2014). A tale of perception: The role of perceived intent on OCBs and interpersonal relationships. *Journal of Behavioral and Applied Management*, 15(3), 168–189. (Quality: “N/A”, Impact Factor: N/A, ABDC: N/A; CABS: N/A). Retrieved from
<https://psycnet.apa.org/record/2014-36174-003>
- Daspit, J. J., & Zavattaro, S. M. (2014). Integrating innovation and absorptive capacity into the place branding process: A capability-based perspective. *Journal of Place Management and Development*, 7(3), 206–224. (Quality:

“C”, Impact Factor: N/A, ABDC: C; CABS: 2).
<https://doi.org/https://doi.org/10.1108/JPMD-02-2013-0003>

Daspit, J. J., & D’Souza, D. E. (2013). Understanding the multi-dimensional nature of absorptive capacity. *Journal of Managerial Issues*, 25(3), 299–316. (Quality: “C”, Impact Factor: N/A, ABDC: C; CABS: N/A). Retrieved from <https://www.jstor.org/stable/43488823>

Daspit, J. J., & Zavattaro, S. M. (2013). Introducing the institutional (d)evolution framework to examine policies and practices regarding sexual orientation. *Administrative Theory & Praxis*, 35(3), 441–447. (Quality: “B”, Impact Factor: N/A, ABDC: B; CABS: N/A).
<https://doi.org/https://doi.org/10.1080/10841806.2013.11029926>

Daspit, J. J., Tillman, C. J., Boyd, N. G., & McKee, V. (2013). Cross-functional team effectiveness: An examination of internal team environment, shared leadership, and cohesion influences. *Team Performance Management*, 19(1/2), 34–56. (Quality: “C”, Impact Factor: N/A, ABDC: C; CABS: 1).
<https://doi.org/https://doi.org/10.1108/13527591311312088>

Cox, M. Z., Daspit, J. J., McLaughlin, E., & Jones, R. (2012). Strategic management: Is it an academic discipline? *Journal of Business Strategies*, 29(1), 25–42. (Quality: “N/A”, Impact Factor: N/A, ABDC: N/A; CABS: N/A). Retrieved from <https://www.questia.com/library/journal/1G1-294369781/strategic-management-is-it-an-academic-discipline>

Daspit, J. J., & D’Souza, D. E. (2012). Using the Community of Inquiry framework to introduce wiki environments in blended learning pedagogies: Evidence from a business capstone course. *Academy of Management Learning & Education*, 11(4), 666–683. (Quality: “A+”, Impact Factor: 3.00, ABDC: A*; CABS: 4). <https://doi.org/https://doi.org/10.5465/amle.2010.0154>

b. Non-refereed Articles:

Randerson, K., Seaman, C., Daspit, J. J., & Barredy, C. (2020). International influences on entrepreneurial behaviours in the family entrepreneurship context: Towards an integrative framework. *International Journal of Entrepreneurial Behavior & Research*, 26(1), 1–13. (Quality: “A”, Impact Factor: 3.529 (2019), ABDC: B; CABS: 2).
<https://doi.org/0.1108/IJEER-12-2019-0694>

Daspit, J. J., Chrisman, J., Sharma, P., Pearson, A., & Mahto, R. V. (2018). Governance as a source of family firm heterogeneity. *Journal of Business Research*, 84(March), 293–300. (Quality: “A+”, Impact Factor: 4.028, ABDC: A; CABS: 3). <https://doi.org/https://doi.org/10.1016/j.jbusres.2017.12.041>

Daspit, J. J., Chrisman, J. J., Sharma, P., Pearson, A. W., & Long, R. G. (2017). A strategic management perspective of the family firm: Past trends, new

insights, and future directions. *Journal of Managerial Issues*, 29(1), 6–29. (Quality: “C”, Impact Factor: N/A, ABDC: C; CABS: N/A). Retrieved from <http://misweb.cbi.msstate.edu/jdaspit/files/2017-DaspitChrismanSharmaPears onLong-StrategicManagement.pdf>

6. Book Reviews:

Daspit, J. J. (2017). D. Andreini and C. Bettinelli: Business model innovation: From systematic literature review to future research directions. *Journal of Management & Governance*. Retrieved from <https://link.springer.com/article/10.1007/s10997-017-9388-2>

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

Ramachandran, I., Daspit, J. J., Academy of Management, "Before strategic windows of opportunity close! Absorptive capacity in the entrepreneurial process," Boston, MA, United States. (August 2019).

Madison, K., Daspit, J. J., Marett, E. G., International Family Enterprise Research Academy, "A transactive memory systems approach to knowledge complementarity and family firm innovation," University of Bergamo, Bergamo, Italy. (June 2019).

Ramachandran, I., Daspit, J. J., Clark, K., Badrinarayanan, V. A., Academy of International Business, "Facilitating the entrepreneurial process in emerging markets: The role of exploration and exploitation," Copenhagen, Denmark. (June 2019).

Botero, I. C., Daspit, J. J., International Family Enterprise Research Academy, "Successor intentions to join the family firm: The role of family norms and perceived firm success," University of Bergamo, Bergamo, Italy. (June 2019).

Radu-Lefebvre, M., Daspit, J. J., Denis, V., Workshop on Family Firm Management Research, "In bed with the enemy? Spousal ambivalence during intergenerational succession of the family firm," European Institute for Advanced Studies in Management (EIASM), Audencia Business School, Nantes, France. (May 2019).

Li, Z., Daspit, J. J., Long, R. G., Southern Management Association, "Does having a family CEO matter for innovation?: A capability perspective of managerial configuration and orchestration," Lexington, KY, United States. (October 2018).

Odom, D., Daspit, J. J., Southern Management Association, "Examining antecedents of opportunity exploration in copreneurial firms: An extension of Olson’s circumplex model," St. Pete Beach, United States. (October 2017).

Ramachandran, I., Daspit, J. J., Academy of International Business, "Emerging market environmental influences on EMNCs: A knowledge based typology of EMNC strategies," Dubai, United Arab Emirates. (July 2017).

- Lefebvre, M. R., Holt, D. T., Daspit, J. J., Denis, V., Family Entrepreneurship Paper Development Workshop, "Spousal role in transferring entrepreneurial mindset to next generation family firms' leaders," Audencia Business School, Nantes, France. (January 2017).
- Madison, K., Daspit, J. J., Turner, K., Academy of Management, "(Un)intended effects of professionalization: An investigation of bifurcation bias in family firms," Anaheim, California. (August 2016).
- Ramachandran, I., Daspit, J. J., Academy of Management, "Emerging market environmental influences on EMNCs: A knowledge based typology of EMNC strategies," Anaheim, CA. (August 2016).
- Mims, T. C., Daspit, J. J., Society for Marketing Advances, "Development of a measure for metacognition in online and blended-learning environments," San Antonio, Texas. (November 2015).
- Turner, K., Madison, K., Daspit, J. J., Kellermanns, F., Southern Management Association, "The influence of bifurcation bias on the performance of the professionalized family firm," Southern Management Association, St. Pete Beach, Florida. (November 2015).
- Ramachandran, I., Daspit, J. J., Southern Management Association, "Strategic responses to emerging market environmental influences: A typology of absorptive capacity configurations for EMNC internationalization," St. Pete Beach, Florida. (October 2015).
- De Leon, J., Daspit, J. J., Orr, J., Lambert, J. R., Southern Management Association, "Understanding the direct and indirect effects of firm-level diversity practices: Influences on R&D and performance," St. Pete Beach, Florida. (October 2015).
- Medina, M., Ramachandran, I., Daspit, J. J., Academy of Management, "TMT conflict and absorptive capacity: Direct influences and roles of strategic orientations," Vancouver, Canada. (August 2015).
- Ramachandran, I., Daspit, J. J., Strategic Management Society, "Understanding emerging market environmental influences and strategic responses of EMNCs: A typology of strategies and absorptive capacity configurations," Denver, CO. (April 2015).
- Holt, D. T., Daspit, J. J., Managing innovation in Family firms: In search of new practices, strategies, and organizational solutions workshop, "Introducing the readiness for innovation in family firms (RIFF) assessment: A practical framework for diagnosing innovation readiness," Special Section Workshop for California Management Review, Milan, Italy. (January 2015).
- Daspit, J. J., D'Souza, D. E., Southern Management Association, "Demystifying the perplexity of capability value creation: A configuration of ordinary capabilities and the impact on firm performance," Savannah, Georgia. (November 2014).

- Ramachandran, I., Daspit, J. J., Southern Management Association, "Navigating the entrepreneurial process in emerging markets: The influence of exploration and exploitation and institutional factors," Savannah, Georgia. (November 2014).
- Zavattaro, S. M., Adams, F., Daspit, J. J., American Political Science Association Annual Meeting & Exhibition, "Social media use by place branding professionals: An exploratory study," American Political Science Association, Washington, DC. (August 2014).
- Daspit, J. J., D'Souza, D. E., Southwest Academy of Management, "Demystifying the perplexity of capability value creation: An examination of zero-order capabilities and the impact on firm performance," Dallas, TX. (March 2014).
- Zavattaro, S. M., Daspit, J. J., American Society for Public Administration, "Introducing the institutional (d)evolution framework to examine policies and practices regarding sexual orientation," Washington, DC. (March 2014).
- Daspit, J. J., Zavattaro, S. M., Mims, T. C., Southwest Academy of Management, "The role of positive psychological states in online learning: Integrating psychological capital into the Community of Inquiry framework," Dallas, TX. (March 2014).
- Zavattaro, S. M., Daspit, J. J., Adams, F., Midwest Political Science Association, "Understanding the role of an innovation capability in place branding: An exploratory analysis," Chicago, IL. (March 2014).
- Daspit, J. J., Ramachandran, I., D'Souza, D. E., Southern Management Association, "Creating firm value: Examining relationships among TMT shared leadership, firm absorptive capacity, and performance," New Orleans, LA. (November 2013).
- McLaughlin, E., Daspit, J. J., Academy of Management Teaching and Learning Conference, "Facilitating online and face-to-face student teams: A best practice for enhancing the internal environment and team effectiveness," Academy of Management, Orlando, FL. (August 2013).
- Hite, D., Daspit, J. J., Dong, X., Academy of Management, "The convergence of work ethic in the United States: A transculturation perspective," Orlando, FL. (August 2013).
- Daspit, J. J., Theories of Family Enterprise Research Conference, "Commentary on 'Kinship in Entrepreneur Networks: Performance effects of resource assembly in Africa'," Imperial College, London, England. (May 2013).
- Daspit, J. J., D'Souza, D. E., Southern Management Association, "Understanding the absorptive capacity of SMEs: An examination of firms in the software industry," Fort Lauderdale, FL. (November 2012).
- Khunwishit, S., Daspit, J. J., Southwest Decision Sciences Institute, "Public privatization: An examination of reinventing government on organizational climate and job satisfaction," New Orleans, LA. (March 2012).

- Daspit, J. J., Southern Management Association, "External influences on internal capabilities: A resource dependence perspective of external power relationships and absorptive capacity," Savannah, GA. (November 2011).
- Daspit, J. J., Ramachandran, I., D'Souza, D., Strategic Management Society, "Influences of shared leadership on absorptive capacity: Are soft leadership practices more than an indulgence?," Miami, FL. (November 2011).
- Ramachandran, I., Daspit, J. J., Southern Management Association, "The influence of absorptive capacity on the entrepreneurial process: A conceptual framework," Savannah, GA. (November 2011).
- Tillman, C. Justice, Lawrence, E., Daspit, J. J., Academy of Management, "A tale of perception: The role of perceived intent on OCBs and interpersonal relationships," San Antonio, TX. (August 2011).
- Daspit, J. J., Tillman, C. Justice, Boyd, N., McKee, V., Academy of Management, "Team effectiveness: An examination of internal team environment, shared leadership, and cohesion," San Antonio, TX. (August 2011).
- Daspit, J. J., Southwest Academy of Management, "Influence of external power relationships on absorptive capacity: A resource dependence perspective," Houston, TX. (March 2011).
- Daspit, J. J. (Author), Tillman, C. Justice (Author), McKee, V. (Author), Southern Management Association, "An examination of the influences of internal team environment and cohesion on team effectiveness: A social exchange theory perspective," Southern Management Association, St. Pete Beach, Florida. (November 2010).
- Daspit, J. J. (Author), D'Souza, D. (Author), Decision Sciences Institute, "An exploratory investigation of wikis in the classroom: Experiences in a business capstone course," Decision Sciences Institute, New Orleans, Louisiana. (November 2010).
- Daspit, J. J., Decision Sciences Institute, "Interactions of social integration mechanisms and absorptive capacity: A group-level evaluation of cohesion and shared leadership," Decision Sciences Institute, New Orleans, Louisiana. (November 2010).
- Daspit, J. J. (Author & Presenter), Decision Sciences Institute, "Predicting long-term success in acquisitions: A knowledge-based perspective of the influence of absorptive capacity on human capital integration.," Decision Sciences Institute, San Diego, California. (November 2010).
- Cox, M. Z. (Author), Daspit, J. J. (Author), McLaughlin, E. (Author), Jones, R. (Author), McKee, V. (Author), Cole, B. (Author), Decision Sciences Institute, "Strategic management: Is it an academic discipline?," Decision Sciences Institute, San Diego, California. (November 2010).

Daspit, J. J., D'Souza, D. E., Academy of Management, "An empirical examination of the influence of social integration mechanisms on absorptive capacity," Montreal, Canada. (August 2010).

Daspit, J. J., McKee, V., Boyd, N., Southwest Academy of Management, "Multi-leader team work: An empirical assessment of the influences of shared leadership and cohesion on team effectiveness.," Dallas, TX. (March 2010).

2. Invited Talks, Lectures, and Presentations:

Daspit, J. J., Doctoral student seminar in family business (ENTR 753), "Family business succession," University of Louisville College of Business, Virtual, Louisville, KY, United States. (March 24, 2021).

Daspit, J. J., Faculty and Doctoral Student Research Seminar, "Family business research: What do we know and where to from here?," Oklahoma State University, Stillwater, OK. (September 2019).

Payne, T., Daspit, J. J., Holt, D. T., Career Academy, "Theory and methods in family business research...Where are we?," Family Enterprise Research Conference, Guadalajara, Mexico. (May 2018).

Daspit, J. J., Spanish Researcher Discussion Group, "Family firm heterogeneity: Insights and opportunities," Family Enterprise Research Conference, Online. (October 2017).

Daspit, J. J., Madison, K., Faculty Research Seminar, "Family and nonfamily employees in the family firm: A quest to understand varied treatment and perceptions," University of Bergamo, University of Bergamo, Bergamo, Italy. (March 2017).

Holt, D. T., Daspit, J. J., Faculty Research Seminar, "Diagnosing innovation readiness in family firms," Audencia Business School, Nantes, France. (June 2016).

Holt, D. T., Daspit, J. J., Faculty Research Seminar, "Diagnosing innovation readiness in family firms," Université Paris Ouest Nanterre La Défense, Paris, France. (June 2016).

Holt, D. T., Daspit, J. J., Family Enterprise Day, "Diagnosing innovation readiness in family firms," Wendel International Centre for Family Enterprise, INSEAD, Fontainebleau, France. (June 2016).

4. Workshops:

Davis, R. (Organizer), Holloway, S. (Organizer), Daspit, J. J. (Roundtable Leader), Southern Management Association, "Management teaching professional development workshop," Norfolk, VA. (October 2019).

Carter, W. (Organizer/Facilitator), Daspit, J. J. (Panelist), Marler, L. (Panelist), Pollock, J. (Panelist), Vardaman, J. (Panelist), Southern Management Association, "Reviewing

- reviews, reviewers, and reviewing: Seeing inside the blind review system," Norfolk, VA. (October 2019).
- Dibrell, C., Memili, E., Botero, I., Chrisman, J. J., Clinton, E., Daspit, J. J., Nordqvist, M., Zellweger, T., Family Enterprise Research Conference, "Family business heterogeneity: Variance within family enterprises," University of Vermont, Burlington, VT. (June 2019).
- Holloway, S. (Organizer), Davis, R. (Organizer), Daspit, J. J. (Rountable Leader), Southern Management Association, "Management teaching: Idea sharing and Q&A," Lexington, KY. (October 2018).
- Randerson, K. (Organizer), Dibrell, C. (Organizer), Barredy, C. (Organizer), Memili, E. (Organizer), Botero, I. (Panelist), Sorenson, R. (Panelist), Noxel, S. (Panelist), Steier, L. (Panelist), Pieper, T. (Panelist), Eddleston, K. (Panelist), Zellweger, T. (Panelist), Diaz Matajira, L. (Panelist), Nordqvist, M. (Panelist), Daspit, J. J. (Panelist), Holt, D. (Panelist), Sharma, P. (Panelist), Kammerlander, N. (Panelist), DeMassis, A. (Panelist), Wittmeyer, C. (Panelist), Vershinina, N. (Panelist), McCracken, K. (Panelist), Academy of Management, "Improving lives through family entrepreneurship education and training," Chicago, IL. (August 2018).
- Randerson, K. (Chair), Barredy, C. (Chair), Bettinelli, C. (Chair), Memili, E. (Presenter), Dibrell, C. (Chair), Calabro, A. (Presenter), Allen, M. R. (Presenter), Lumpkin, G. T. (Presenter), Eddleston, K. (Presenter), Pearson, A. (Presenter), Muller, C. (Presenter), Pieper, T. (Presenter), Sharma, P. (Participant), Payne, G. Tyge (Participant), Schulze, W. S. (Participant), Seaman, C. (Participant), Daspit, J. J. (Moderator), De Massis, A. (Moderator), Laveren, E. (Presenter), Prugl, R. (Presenter), Kammerlander, N. (Presenter), Kellermanns, F. (Participant), Monsen, E. (Participant), Academy of Management, "Family entrepreneurship at the interface: Bridging communities and expanding horizons.," Atlanta, GA. (August 2017).
- Cox, M. Z., Daspit, J. J., Jones, R. J., Davis, P. E., Cole, B., Southern Management Association, "Exploring HR issues in the family firm," St. Pete Beach, FL. (October 2015).
- Rousseau, M. B., Kellermanns, F. W., Sexton, J., Daspit, J. J., Dutta, D., Hora, M., Southern Management Association, "The nexus of innovation and entrepreneurship," Savannah, GA. (October 2014).
- Jones, R. J. (Organizer), Cox, M. Z. (Organizer), Davis, P. E. (Organizer), Daspit, J. J. (Presenter), Friga, P. (Presenter), Gaffney, N. (Presenter), Keels, K. (Presenter), Southern Management Association, "A case of think and click: Technology's role in the advancement of case-based pedagogy," New Orleans, LA. (October 2013).
- Jones, R. J., Daspit, J. J., Cox, M. Z., McLaughlin, E. B., Ramachandran, I., Rigsbee, C., Davis, P. E., McKee, V., Southern Management Association, "Emerging paradigms: The evolution and future directions of strategic management," Savannah, GA. (November 2011).

Archibong-Anyansi, C., Taylor, M., Coates, T., Thompson, K. R., Vega, G., McCracken, R., D'Souza, D. E., Daspit, J. J., Joyce, B., Jenkins, M., Academy of Management, "Case teaching workshop: Exploring the potential of case studies," San Antonio, TX. (August 2011).

D'Souza, D. E., Daspit, J. J., Decision Sciences Institute, "Adding wikis and clickers to your teaching portfolio: An interactive panel-led discussion," San Diego, CA. (November 2010).

Jones, R. J., McLaughlin, E. B., Daspit, J. J., Cox, M. Z., McKee, V., Cole, B., Southern Management Association, "Existing and emerging paradigms in strategic management: A self-examination of the discipline," St. Pete Beach, FL. (October 2010).

5. Other Works not in Print:

a. Works "submitted" or "under review":

Journal Articles:

Soleimanof, S., Daspit, J. J., & Kim, T. (Submitted / Under Review). Beyond economic benefits of entrepreneurship: The influence of entrepreneurial opportunities on subjective well-being across nations. *Entrepreneurship Theory & Practice*. (December 15, 2020)

Madison, K., Moore, C., Nabisaalu, J., & Daspit, J. J. (Submitted / Under Review). Cultivating venture-level innovation in emerging economies: The roles of women and communication. *Strategic Entrepreneurship Journal*. (November 12, 2020)

Su, Y., & Daspit, J. J. (Submitted / Under Review). A review of family firm knowledge management: Antecedents, outcomes, moderators, and opportunities for future research. *Journal of Knowledge Management*. (August 31, 2020)

b. Works "in progress":

Journal Articles:

Daspit, J. J., & Ramachandran, I. (In Preparation; Not Yet Submitted). Understanding the innovation paradox in family firms: How family involvement and goals affect innovation.

Daspit, J. J. (In Preparation; Not Yet Submitted). Exploring student learning outcomes in a simulation-mediated environment: Evidence from the business capstone course.

Hite, D., Daspit, J. J., & Pavor, R. (In Preparation; Not Yet Submitted). Economic crisis and individual work ethic: A ten year study.

Odom, D., & Daspit, J. J. (In Preparation; Not Yet Submitted). Examining antecedents of opportunity exploration in copreneurial firms: An extension of Olson's circumplex model.

Odom, D., Daspit, J. J., & Chrisman, J. (In Preparation; Not Yet Submitted). The social capital of family firms: A systematic review and directions for future research.

Chrisman, J. J., Daspit, J. J., Chandler, J., Petrenko, O., & Skorodiyevskiy, V. (In Preparation; Not Yet Submitted). The family business CEO: A review of prior literature, current insights, & future directions.

Ramachandran, I., & Daspit, J. (In Preparation; Not Yet Submitted). Before the Strategic Window of Opportunity Closes! Integrating Absorptive Capacity within the Entrepreneurial Process.

Li, Z. (Zoey), Daspit, J. J., Long, R. G., & Kammerlander, N. (In Preparation; Not Yet Submitted). Does a family CEO matter for innovation? Introducing the role of managerial resource orchestration.

Li, Z. (Zoey), Daspit, J. J., & Long, R. G. (In Preparation; Not Yet Submitted). A model of board effectiveness: A social exchange perspective.

Radu-Lefebvre, M., Daspit, J. J., & Denis, V. (In Preparation; Not Yet Submitted). In bed with the enemy?: Spousal ambivalence during intergenerational succession of the family firm.

Sanchez Ruiz, P., Daspit, J. J., Holt, D. T., Pidduck, R., & Phillips, D. (In Preparation; Not Yet Submitted). Risk-taking in family firms: The paradoxical role of CEO narcissism and humility.

Ramachandran, I., & Daspit, J. J. (In Preparation; Not Yet Submitted). Understanding Emerging Market Environmental Influences on Strategic Responses of EMNCs: A Knowledge-Based Typology of EMNC Strategies.

c. Other Works Not in Print:

Commentarys:

Daspit, J. J., Managing Innovation in Family Firms Special Section Workshop, "Commentary on "Resources and innovation in family businesses: The Janus-face of family socio-emotional preferences", "California Management Review, Milan, Italy. (January 2015).

Keynote / Plenary Addresses:

Daspit, J. J., Graduate Research Conference, "Developing an entrepreneurial mindset to enhance your research," Lamar University, Lamar University, Beaumont, TX. (April 2019).

Daspit, J. J., Entrepreneurship and Family Enterprise Research International Conference, "Family business research: Reflections and directions," University of Extremadura, Badajoz, Spain. (September 2017).

Posters:

Daspit, J. J., Madison, K., Marett, E. G., International Family Enterprise Research Association (IFERA), "Creating efficiency in family firm knowledge exploitation: The influence of complementary knowledge and social resources," Free University of Bolzano, Bolzano, Italy. (2017).

Daspit, J. J., Madison, K., Marett, E. G., Family Enterprise Research Conference, "'Bridging the gap' between family and nonfamily knowledge: A dispersion model of complementary resources and innovation," Asheville, North Carolina. (2017).

Madison, K., Daspit, J. J., Soleimanof, S., Marett, E. G., Family Enterprise Research Conference, "Family firm governance through strategic cronyism: Inviting nonfamily managers to the party," Nova Lima, Brazil. (June 2016).

Fang, H., Daspit, J. J., Chrisman, J., Li, Z., Family Enterprise Research Conference, "Implications of nonfamily participation in family firms: Buffers of inferior firm performance," Family Enterprise Research Conference, Burlington, VT. (June 2015).

Madison, K., Turner, K. D., Daspit, J. J., Kellermanns, F. W., Family Enterprise Research Conference, "Separate, but equal: An empirical assessment of the effect of bifurcation bias on family firm performance," Burlington, VT. (June 2015).

Zavattaro, S. M., Holt, D. T., Daspit, J. J., Family Enterprise Research Conference, "Corporate brand identity: The use of social media by family firms," Portland, OR. (June 2014).

Daspit, J. J., Marler, L., Family Enterprise Research Conference, "Is failing to plan, planning to fail? An examination of proactiveness and planning on multi-level influences to minimize family firm succession failure," Portland, OR. (June 2014).

Li, Z., Daspit, J. J., Long, R., Family Enterprise Research Conference, "Understanding familiness in organizational networks: Social capital and ambidexterity in family business groups," Portland, OR. (June 2014).

Daspit, J. J., Long, R. G., Family Enterprise Research Conference, "The absorptive capacity of familiness: Group and firm-level capabilities in the family firm," Viña del Mar, Chile. (May 2013).

D'Souza, D. E., Daspit, J. J., University Forum on Teaching & Learning, "The contribution of clicker technology to student learning," University of North Texas Center for Learning Enhancement, Assessment, and Redesign, Denton, TX. (April 2011).

D'Souza, D. E., Daspit, J. J., University Forum on Teaching & Learning, "Enhancing student learning with clicker technology," University of North Texas Center for Learning Enhancement, Assessment, and Redesign, Denton, TX. (April 2010).

C. Scholarly / Creative Grants and Contracts:

2. Submitted, but not Funded, External Grants and Contracts:

Zavattaro, Staci M., Daspit, Joshua Joseph. A manager's guide to strategic place branding, IBM Center for the Business of Government, Private / Foundation / Corporate, \$20,000.00. (Submitted: 2015). Grant.

3. Funded Internal Grants and Contracts:

Daspit, Joshua Joseph, Percent Contribution: 50%, Ramachandran, Indu, Percent Contribution: 50%. Understanding the innovation paradox in family firms: How family involvement and goals affect explorative and exploitative innovation, Research Enhancement Grant, Texas State University, Texas State University, \$16,000.00. (Funded: May 2019 - May 2020). Grant.

Daspit, Joshua Joseph. Faculty development research grant, McCoy College of Business, Texas State University, \$4,000.00. (Funded: May 2019 - August 2019). Grant.

Zavattaro, Staci M., Holt, Daniel T., Daspit, Joshua Joseph. Examining the influences of social media on family firm performance, Mississippi State University Office of Research and Economic Development, Institutional (Higher Ed), \$2,000.00. (Funded: 2013 - 2014). Sponsored Research.

Daspit, Joshua Joseph, Zavattaro, Staci M., Holt, Daniel T. The influence of rural city policies on economic development: Investigating the role of entrepreneurial orientation in family and non-family firms, Mississippi State University Office of Research and Economic Development, Institutional (Higher Ed), \$2,000.00. (Funded: 2013 - 2014). Sponsored Research.

D'Souza, Derrick E. (Principal), Daspit, Joshua Joseph (Supporting). Using clicker technology to enhance case-oriented student learning in the business capstone course, University of North Texas Center for Learning

Enhancement, Assessment, and Redesign, Institutional (Higher Ed), \$5,000.00. (Funded: 2010 - 2011). Grant.

D'Souza, Derrick E. (Principal), Daspit, Joshua Joseph (Supporting). Enhancing student learning through a novel integration of wiki and clicker technologies, University of North Texas Center for Learning Enhancement, Assessment, and Redesign, Institutional (Higher Ed), \$5,000.00. (Funded: 2009 - 2010). Grant.

D'Souza, Derrick E. (Principal), Daspit, Joshua Joseph (Supporting). Assessing the ability of a wiki-based learning tool to enhance learning in a large-section class, University of North Texas Center for Learning Enhancement, Assessment, and Redesign, Institutional (Higher Ed), \$5,000.00. (Funded: 2008 - 2009). Grant.

D. Scholarly / Creative Fellowships, Awards, Honors:

Award / Honor Recipient: Excellent Reviewer, Family Business Review.
2020
2016

Award / Honor Recipient: Texas State University Presidential Distinction Award for Scholarship, Texas State University.
2020

Award / Honor Recipient: Top 100 Reviewer of 2020, Journal of Small Business Management.
January 1, 2020 - December 24, 2020

Award / Honor Recipient: Article recognized as a 'Rising Star in Family Business Research', International Family Enterprise Research Association.
2018

Award / Honor Recipient: "Must Read" Paper Designation, Family Firm Institute.
2017

Award / Honor Recipient: Best Poster, International Family Enterprise Research Association Research Development Workshop.
2017

Award / Honor Recipient: Outstanding Paper, Journal of Family Business Management.
2017

Award / Honor Recipient: Best Doctoral Student Paper, Southern Management Association.
2015

Award / Honor Recipient: Family Owned Business Institute Research Scholar, Grand Valley State University.

2014 - 2015

Award / Honor Recipient: Distinguished Paper Award, McGraw-Hill.
2014

Award / Honor Recipient: Practitioner Award, Family Enterprise Research Conference.
2014

Award / Honor Recipient: Highly Commended Paper, Team Performance Management.
2013

Award / Honor Recipient: Outstanding Reviewer, Southern Management Association.
2013

Award / Honor Recipient: Best Reviewer, Entrepreneurship track, Southern Management Association.
2012

Award / Honor Recipient: Best Reviewer, Management History/Management Education track, Southern Management Association.
2012

Award / Honor Recipient: Best Reviewer, Southwest Academy of Management.
2012

Award / Honor Recipient: Best Reviewer, Management History and Management Education track, Southern Management Association.
2011

E. Scholarly / Creative Professional Development Activities Attended:

Workshop, "Tenure and Promotion to Associate Professor: Advice for Assistant Professors," Texas State University Office of the Provost, San Marco, TX, United States. (September 2020).

Workshop, ""What You Need to Know before You Write" Grant Workshop," Texas State University, San Marcos, TX, United States. (January 24, 2020).

Faculty Consortium, "Faculty Consortium," International Family Enterprise Research Academy (IFERA), Bergamo, Italy. (June 2019).

Networking event, "McCoy College Spring 2019 Research Networking Event," McCoy College, San Marcos, TX. (March 2019).

Workshop, "Using Social Media to Advance Your Professional Agenda," Texas State University, San Marcos, TX. (March 2019).

Workshop, "Grant Pursuit Strategies Enhancement Program (GPSEP)," Mississippi State University College of Business, Starkville, MS. (2014).

Conference Attendance, "Doctoral Student Consortium," Southwest Academy of Management, Houston, TX. (2011).

Conference Attendance, "Doctoral Student Consortium," Southwest Academy of Management, Dallas, TX. (2010).

Conference Attendance, "Doctoral Student Consortium," Decision Sciences Institute, New Orleans, LA. (2009).

Conference Attendance, "Doctoral Student Consortium," Southern Management Association, Asheville, NC. (2009).

F. Media Recognition:

Internet, "Best business credit cards" by John Kiernan for WalletHub. (June 2018).

Internet, "2018's best & worst small cities to start a business" by Adam McCann for WalletHub. (April 2018).

Podcast, "Academic research and how it can help family business." Interview conducted by Russ Haworth for The Family Business Podcast. (February 2018).

IV. SERVICE

A. Institutional

1. University:

Service Learning Fellow, Service-Learning Excellence Program. (January 2021 - May 2021).

Organizing Committee Member and Workshop Presenter, Texas State University Ignite Entrepreneurship Workshop. (January 2021 - February 2021).

Judge, Elevator pitch competition for MSEC 7302 (Commercialization) doctoral course. (February 2, 2021).

Speaker (Topic: "Words of Wisdom: Pivotal Moments on the Faculty Career Path"), Texas State University Scholarship and Teaching Excellence (STEP) Program. (January 28, 2021).

Organizing Committee Member and Workshop Presenter, Texas State University Ignite Entrepreneurship Workshop. (September 2020 - October 2020).

Facilitator, Texas State University Material Science, Engineering, & Commercialization (MSEC) and Computer Science doctoral student "Entrepreneurship Bootcamp". (August 21, 2020).

Speaker, New Faculty Orientation Roundtable Session: Let's Talk Tenure-Track at Texas State. (August 19, 2020).

Organizing Committee Member and Workshop Presenter, Texas State University Virtual Entrepreneurship Boot Camp (EBC)/Ignite. (June 2020 - July 2020).

Offered Program Development Assistance to Dan Roy, Material Science, Engineering, & Commercialization (MSEC) and Computer Science doctoral student 'Entrepreneurship Bootcamp'. (April 2020 - May 2020).

Service Learning Fellow, Service-Learning Excellence Program. (January 2020 - May 2020).

Organizing Committee Member and Workshop Presenter, Texas State University Virtual Entrepreneurship Boot Camp (EBC)/Ignite. (March 2020 - April 2020).

Case Team Coach, Texas State University South by Southwest® (SXSW®) Innovation Lab Reception Pitch Competition. (February 2020 - March 2020).

Organizing Committee Member and Workshop Presenter, 3 Day Startup (3DS) Deep Dive Innovation Weekend. (February 2020 - March 2020).

Service Learning Fellow, Service-Learning Excellence Program. (August 2019 - December 2019).

Presenter, Material Science, Engineering, & Commercialization (MSEC) and Computer Science doctoral student 'Entrepreneurship Bootcamp'. (August 2019).

Roundtable Presenter, Texas State University New Faculty Orientation. (August 2019).

Case Team Coach and Event Host, Texas State University South by Southwest® (SXSW®) Innovation Lab Reception Pitch Competition. (March 2019).

Service Learning Fellow, Service-Learning Excellence Program. (August 2018 - December 2018).

Member, Mississippi State University Otilie Schillig Special Teaching Project Grant Review Committee. (2016 - 2017).

Organizer, Mississippi State University Junior Faculty Consortium (with Staci M. Zavattaro). (2013 - 2015).

Evaluator, Mississippi State University Graduate Teaching Assistant Micro-Teaching Certification. (2014).

Evaluator, Mississippi State University Sport Administration class business plan presentations. (2014).

Speaker, Mississippi State University New Faculty Orientation. (2014).

Presenter at workshop on "Theory & practice: Wikis and clickers", Mississippi State University Center for Teaching & Learning. (2013).

Speaker, Mississippi State University Mississippi Scholars Program. (2013).

2. College:

Undergraduate Advisor, Collegiate Entrepreneurs' Organization. (August 2019 - Present).

Member, Undergraduate Scholarship Committee. (August 2020 - May 2023).

Panelist, Women in Business Association Panel Discussion on "Opportunities in Business Management". (April 21, 2021).

Organizing Committee Member and Workshop Mentor, 3 Day Startup (3DS) Deep Dive Innovation Weekend. (September 2019 - October 2019).

Organizing Committee Member and Workshop Mentor, 3 Day Startup (3DS) Deep Dive Innovation Weekend. (March 2019 - April 2019).

Judge, Net Impact Student Group Food Solutions Challenge. (March 2019).

Member, Mississippi State University College of Business Undergraduate Assessment of Learning Committee. (2016 - 2018).

Graduate Advisor, Mississippi State University Southeastern Conference (SEC) MBA Business Case Competition Team. (2012 - 2018).

Organizing Committee Member and Workshop Mentor, 3 Day Startup (3DS). (October 2018 - November 2018).

Organizer, Mississippi State University MBA student developmental workshop titled, "The Art of Networking with Potential Employers". (2015).

Analyst, Mississippi State University MBA program for the Office of Graduate Studies in Business. (2014).

Co-Advisor, University of North Texas Society of Human Resource Management. (2010 - 2012).

3. Department/School:

Presenter, "What's the Difference?: Understanding Family Firm Heterogeneity and the Scholarly Opportunities Ahead", Management Department Brown Bag Research Forum. (March 5, 2021).

Presenter, Department of Management Faculty Brown Bag Meeting. (2019).

Judge, Business plan presentations, MGT 4351: Applied Entrepreneurship. (November 2019).

Representative, Bobcat Days. (October 2019 - November 2019).

Judge, Mississippi State University Entrepreneurship Course (MGT 3323) Business Plan Pitches. (2018).

Course Coordinator, Mississippi State University Business Policy/Capstone Course. (2016 - 2018).

Member, Mississippi State University Department of Management Doctoral Students. (2012 - 2018).

Faculty Mentor, Mississippi State University Department of Management. (2012 - 2017).

Member, Mississippi State University Department of Management Doctoral Student Admission Committee. (2013 - 2016).

Member, Mississippi State University Department of Management Faculty Selection Committee. (2013 - 2015).

Speaker, Mississippi State University Department of Management Doctoral Student Orientation. (2014).

B. Professional:

Editorial Advisory Board, Journal of Family Business Management. (2021 - Present).

Editorial Review Board Member, Journal of Managerial Issues. (2021 - Present).

Editorial Review Board Member, Entrepreneurship Theory & Practice. (2020 - Present).

Reviewer / Referee, Journal of Enterprising Communities (special issue on family business). (2020 - Present).

Reviewer / Referee, Small Business Economics (special issue on family business). (2020 - Present).

Advisor, TrustedPeer Entrepreneurship. (2019 - Present).

Reviewer / Referee, Baltic Journal of Management. (2019 - Present).

Reviewer / Referee, Journal of Business Venturing. (2019 - Present).

Editorial Review Board Member, Journal of Family Business Strategy. (2018 - Present).

Reviewer / Referee, European Management Review. (2018 - Present).

Reviewer / Referee, Journal of Managerial Issues. (2018 - Present).

Reviewer / Referee, Journal of Small Business Management. (2018 - Present).

Reviewer / Referee, European Management Journal. (2017 - Present).

Reviewer / Referee, International Journal of Entrepreneurial Behavior & Research. (2017 - Present).

Reviewer / Referee, International Journal of Knowledge Management Studies. (2017 - Present).

Reviewer / Referee, International Journal of Technology Management. (2017 - Present).

Reviewer / Referee, International Journal of Business Environment. (2016 - Present).

Reviewer / Referee, Journal of Family Business Strategy. (2016 - Present).

Reviewer / Referee, Journal of Management Studies. (2016 - Present).

Editorial Review Board Member, Family Business Review. (2015 - Present).

Reviewer / Referee, Asia Pacific Education Review. (2015 - Present).

Reviewer / Referee, Entrepreneurship Theory & Practice. (2015 - Present).

Reviewer / Referee, International Small Business Journal. (2015 - Present).

Reviewer / Referee, Journal of Business Research. (2015 - Present).

Reviewer / Referee, Journal of Family Business Management. (2015 - Present).

Editorial Review Board Member, International Journal of Social Science and Management. (2014 - Present).

Editorial Review Board Member, Journal of Leadership and Management. (2014 - Present).

Reviewer / Referee, Journal of World Business. (2014 - Present).

Reviewer / Referee, Team Performance Management. (2014 - Present).

Reviewer / Referee, Family Business Review. (2013 - Present).

Reviewer / Referee, Journal of Product Innovation Management. (2013 - Present).

Reviewer / Referee, Management Learning. (2013 - Present).

Reviewer / Referee, Academy of Management. (2011 - Present).

Reviewer / Referee, Southwest Academy of Management. (2011 - Present).

Reviewer / Referee, Academy of Management Learning & Education. (2010 - Present).

Reviewer / Referee, Southern Management Association. (2010 - Present).

Associate Editor, Family Business Review. (2021 - 2023).

Associate Editor, Journal of Family Business Strategy. (2020 - 2022).

Co-Chair, Family Enterprise Research Conference (Academic Program), Virtual conference. (June 2020 - May 2021).

Mentor, Writing Workshop for Management Doctoral Students at University of North Texas, Denton, TX, United States. (March 5, 2021).

Member, Best Doctoral Student Paper Selection Committee, Southern Management Association, Entrepreneurship & Family Business Track, St. Pete Beach, FL. (2020).

Member, Best Track Paper Selection Committee, Southern Management Association, Entrepreneurship & Family Business Track, St. Pete Beach, FL. (2020).

Co-Chair, Family Enterprise Research Conference (Academic Program), Delray Beach, FL, United States. (2019 - 2020).

Editor, Special Issue, International Journal of Entrepreneurial Behaviour and Research. (2017 - 2020).

Reviewer / Referee, Family Enterprise Research Conference. (2017 - 2020).

Social Media Editor, Family Business Review. (September 2016 - December 2020).

Evaluator, Small Business Institute® Project of the Year for Comprehensive and Specialized Projects. (October 2020 - November 2020).

Session Chair, Southern Management Association, Virtual Conference. (October 2020).

Track chair, International Conference on Entrepreneurship and Family Business, Mumbai, India. (September 2019 - January 2020).

Lead Applicant Referee, The British Academy Small Research Grant (SRG) Funding Proposal, England. (2019).

Mentor, Paper Development Workshop for Family Enterprise Research Conference, Burlington, VT, United States. (2019).

Co-Chair, Family Enterprise Research Conference (Academic Program), Burlington, VT, United States. (2018 - 2019).

Track Chair, Southern Management Association, Entrepreneurship and Family Business Track, Roanoke, VA. (2018 - 2019).

Editor, Special Issue, Journal of Business Research, United States. (2018).

Focus group leader, Theorizing for Family Entrepreneurship Workshop at Audencia Business School, Nantes, France. (2018).

Reviewer / Referee, External reviewer: Dossier for promotion to Associate Professor with tenure from University of Wisconsin Green Bay. (2018).

Reviewer / Referee, Textbook: Strategic Management (4th edition) by Rothaermel. (2018).

Co-Chair, Family Enterprise Research Conference (Academic Program), Guadalajara, Mexico. (2017 - 2018).

Scientific Committee Member, Entrepreneurship and Family Enterprise Research International Conference, Edinburgh, Scotland. (2017 - 2018).

Track chair, International Conference on Entrepreneurship and Family Business, Mumbai, India. (2017 - 2018).

Track chair, R&D Management Conference, Milan, Italy. (2017 - 2018).

Editor, Special Issue, Journal of Managerial Issues. (2017).

Judge, Entrepreneurship and Family Enterprise Research Conference, Badajoz, Spain. (2017).

Member, Southern Management Association Best Paper Selection Committee for Entrepreneurship and Family Business/ Technology and Innovation Track, St. Pete Beach, FL, United States. (2017).

Reviewer / Referee, Asia Pacific Journal of Management (special issue on Familial Organizations and International Business in and Beyond Asia). (2017).

Reviewer / Referee, External reviewer: Dossier for promotion to Associate Professor with tenure from Indiana University Southeast. (2017).

Reviewer / Referee, International Conference on Entrepreneurship and Family Business. (2017).

Session chair, Southern Management Association, St. Pete Beach, FL, United States. (2017).

Research Coordinator, Academy of Management, Management Education and Development Division. (2016 - 2017).

Coordinator / Organizer, Southern Management Association Family Business Research "Speed Dating" Session, Charlotte, NC. (2016).

Reviewer / Referee, Book: Heterogeneity among Family Firms. (2016).

Reviewer / Referee, Textbook: Strategic Management: Text and Cases (8th edition) by Dess, McNamara, and Eisner. (2016).

Selection committee member, Best overall paper, Southern Management Association, Charlotte, NC, United States. (2016).

Session chair, Southern Management Association, Charlotte, NC, United States. (2016).

Session leader, Mid-South Management Conference, Starkville, MS, United States. (2016).

Research Coordinator-Elect, Academy of Management, Management Education and Development Division. (2015 - 2016).

Advisory Board Member, Family Enterprise Research Conference Career Academy, Burlington, VT, United States. (2014 - 2015).

Discussant, Southwest Academy of Management, Dallas, TX, United States. (2014).

Session chair, Southwest Academy of Management, Dallas, TX. (2014).

Discussant, Southern Management Association, Ft. Lauderdale, FL, United States. (2012).

Local Arrangements Committee Member, Academy of Management, San Antonio, TX, United States. (2012).

Member, Southern Management Association Best Doctoral Student Paper Selection Committee for Management History/Management Education Track, Ft. Lauderdale, FL, United States. (2012).

Member, Best doctoral paper selection committee for Entrepreneurship/Information Technology/Innovation track, Southern Management Association, Ft. Lauderdale, FL, United States. (2012).

Mentor, Academy of Management New Member, Boston, MA. (2012).

Session chair, Southwest Academy of Management, New Orleans, LA, United States. (2012).

Chair, Session Chair for "Investigating ethics, motivation, and performance with multi-level analyses of organizational climate" session at Academy of Management, San Antonio, TX. (2011).

Committee member, Best paper selection committee for Management History/Management Education track, Southern Management Association, Savannah, GA, United States. (2011).

Reviewer / Referee, Textbook: Human Resource Management. (2011).

Discussant, Southwest Academy of Management, Dallas, TX, United States. (2010).

Session chair, Decision Sciences Institute, San Diego, CA, United States. (2010).

Reviewer / Referee, Decision Sciences Institute. (2009 - 2010).

Session chair for Innovative Education Session, Decision Sciences Institute, New Orleans, LA, United States. (2009).

Session chair for Marketing & Management Strategy Session, Decision Sciences Institute, New Orleans, LA, United States. (2009).

C. Community:

Board Member, Lamar University Honors College Advisory Board, Beaumont, TX. (2017 - 2020).

Speaker, Mississippi Society of CPAs, Jackson, MS. (May 2016).

Judge, University of St. Thomas Business Case Competition, Houston, TX. (2011).

Alumni Liaison, Texas State University System, Austin, TX. (2008 - 2010).

Board Member, Lamar University Alumni Advisory Board, Beaumont, TX. (2007 - 2010).

Board of Directors, Beaumont American Cancer Society, Beaumont, TX. (2002 - 2005).

Co-Chair, City of Beaumont's BSAFE (Beaumont's Safe Air for Everyone) Clean Air Coalition Campaign, Beaumont, TX. (2003 - 2004).

D. Organization Memberships:

Family Firm Institute. (2016 - Present).

Southern Management Association (SMA). (2009 - Present).

Southwest Academy of Management (SWAM). (2009 - Present).

Academy of Management (AOM). (2008 - Present).

Alpha Kappa Psi. (2003 - Present).

Pi Sigma Alpha. (2003 - Present).

Beta Gamma Sigma. (2002 - Present).

Strategic Management Society (SMS). (2011 - 2018).

Decision Sciences Institute. (2008 - 2012).

E. Service Honors and Awards:

Award / Honor Recipient: Top 40 Under 40 LGBTQ Leader (from the United States and Canada), Business Equality Magazine.
January 2021

Award / Honor Recipient: Best Global Chapter Advisor (co-advisor with Dr. Corey Fox), Collegiate Entrepreneur's Organization.
November 2020

Award / Honor Recipient: Recognized as "Top 40 under 40" alumnus, Lamar University.
2015

F. Service Grants and Contracts:

1. Funded External Service Grants and Contracts:

Oswald, Sharon, Hill, Eric, Pornovets, Mike, Daspit, Joshua Joseph, McRae, Ken. Mississippi State University Boots to business (B2B): Module 1 revenue readiness program, Federal, \$824,102.00. (Funded: 2017 - 2018). Grant.

Zavattaro, Staci M. (Co-Principal), Carter, Rachel (Co-Principal), Daspit, Joshua Joseph (Supporting). Improving agritourism marketing and branding in Mississippi, Southern Risk Management Education Center of the University Arkansas funded by United States Department of Agriculture, State, \$49,144.00. (Funded: September 2015 - October 2016). Grant.

2. Submitted, but not Funded, External Service Grants and Contracts:

Daspit, Joshua Joseph (Co-Principal), Oswald, Sharon (Co-Principal), Hill, Eric (Co-Principal), Rupp, Jeffrey B. (Co-Principal), Martin, William (Co-Principal), Otondo, Robert (Co-Principal). Delta entrepreneurial ecosystem mapping project, Delta Regional Authority, Federal, \$857,382.00. (Funded: July 1, 2016 - Present). Contract.

Daspit, Joshua Joseph, Oswald, Sharon, Hill, Eric, Chrisman, James, Rupp, Jeffrey B., Freeman, Charles Edward. REIGNITE: Rural Education Initiative to Grow Nodes of Innovative Technology Entrepreneurship, Economic Development Administration, Federal, \$491,741.00. (Funded: February 2016 - Present). Grant.

4. Submitted, but not Funded, Internal Service Grants and Contracts:

Daspit, Joshua Joseph, Konopaske, Arthur R. SCALEUP: Sustainable Cultivation and Advancement of Local Enterprises for Underserved Populations (Project selected as part of the university's second phase of 'Big Ideas'), University Advancement, Texas State University. (Submitted: October 2020). Grant.

G. Service Professional Development Activities Attended:

New Faculty Orientation Program, "Scholarship and Teaching Enhancement Program," Texas State University, San Marcos, United States. (August 2018 - May 2019).

TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Name: Dr. Phillip E. Davis

Title: Assistant Professor

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	2014	University of North Texas	Management	Explicating the Managerial Processes of Dynamic Capabilities and Investigating How the Reconceptualized Construct Influences the Alignment of Ordinary Capabilities
MBA	2000	Clemson University	Business Administration	
BS	1997	Clemson University	Industrial Engineering	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Assistant Professor, Department of Management	Texas State University. San Marcos, TX, United States	August 1, 2016 - Present
Assistant Professor, Department of Management	East Carolina University. Greenville, NC, United States	August 1, 2014 - July 31, 2016
Teaching Fellow and Research Assistant, Department of Management	University of North Texas. Denton, TX, United States	August 1, 2010 - June 30, 2014

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Senior Vice President	Bank of America	2007 - 2010

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Vice President	Bank of America	2005 - 2007
Assistant Vice President	Bank of America	2004 - 2005
Marketing Manager	Ingersoll-Rand Company	2004
Sourcing Manager	Ingersoll-Rand Company	2000 - 2004
Industrial Engineering Consultant	United Parcel Service	1999 - 2000
Quality Engineer/Supervisor	Chicago Rawhide	1998

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Recipient: College Teaching Excellence, McCoy College of Business Administration - Texas State University.
2019

B. Courses Taught:

Texas State University:

MGT 4335 - STRATEG MGT & BUS

G. Teaching Professional Development Activities Attended

Seminar, "Improvising in a Time of Crisis," Harvard Business Publishing Education. (August 2020).

Self-Study Program, "Learning Data Analytics," LinkedIn Learning. (August 4, 2020).

Self-Study Program, "Design Thinking: Understanding the Process," LinkedIn Learning. (July 19, 2020).

Self-Study Program, "Lean Foundations," LinkedIn Learning. (July 19, 2020).

Tutorial, "Getting Started with Microsoft Teams," Texas State University - ITAC. (April 13, 2020).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

1. Books:

d. Chapters in Books:

Refereed:

Peake, W. O., McDowell, W., Harris, M. L., & Davis, P. E. (2018). Can women entrepreneurs plan to prosper? Exploring the role of gender as a moderator of the planning-performance relationship. In *Inside of the Mind of the Entrepreneur* (pp. 121–133). Springer, Cham.

2. Articles:

a. Refereed Journal Articles:

Davis, P. E., Bendickson, J. S., Muldoon, J., & McDowell, W. (Accepted / In Press). Utility weaknesses of agency theory in explaining social entrepreneurship: Issues of identity and role conflict. *Review of Managerial Science*, (Quality: IF=3.00; CABS=2; ABDC=N/A; Management Department Ranking=A); Phase of Review: 2nd Round of Revise and Resubmit Underway.

Fox, C. J., Davis, P. E., & Baucus, M. (Accepted / In Press). Corporate social responsibility during unprecedented crises: the role of authentic leadership and business model flexibility. *Management Decision*, (Quality: IF=2.72; CABS=2; ABDC=B; Management Department Ranking=A).
<https://doi.org/https://doi.org/10.1108/MD-08-2020-1073>

Pittz, T. G., Bendickson, J., Cowden, B. J., & Davis, P. E. (Accepted / In Press). Sport business models: A stakeholder optimization approach. *Journal of Small Business and Enterprise Development*, (Quality: IF=N/A; CABS=2; ABDC=C; Management Department Ranking=C).

Davis, P. E., Fox, C. J., DeBode, J., & Peterson, L. T. (Accepted / In Press). Is avoiding the appearance of incompetence the key to success? An examination of team goal orientation and performance in a simulation environment. *Journal of Educational Computing Research, In Press*, (Quality: IF=2.18; CABS=N/A; ABDC=N/A; Management Department Ranking=A).

Davis, P. E., & Bendickson, J. (Accepted / In Press). Strategic antecedents of innovation: Variance between small and large firms. *Journal of Small Business Management*, (Quality: IF=3.12; CABS=3; ABDC=A; Management Department Ranking=A).

Bendickson, J., Davis, P. E., & Midgett, C. (2016). Improv pitch: Using shark tank for business pitches and comparison discussion. *Experiential Entrepreneurship Exercises Journal*, 2(2), 19–24. (Quality: IF=N/A; CABS=N/A; ABDC=N/A; Management Department Ranking=N/A). Retrieved from
<http://launchideas.org/wp-content/uploads/2016/11/EEEJ-Volume-2-Issue-2.pdf#page=20>

- Bendickson, J., Muldoon, J., Liguori, E., & Davis, P. E. (2016). Agency theory: Background and epistemology. *Journal of Management History*, 22(4), 437–449. (Quality: IF=N/A; CABS=1; ABDC=A; Management Department Ranking=A).
- Maurer, J. D., Davis, P. E., & Bendickson, J. (2016). The knowledge of outsourcing: A knowledge-based view perspective. *Journal of Marketing and Strategic Management*, 10(2016), 75–94. (Quality: IF=N/A; CABS=N/A; ABDC=N/A; Management Department Ranking=N/A).
- Bendickson, J., Muldoon, J., Liguori, E., & Davis, P. E. (2016). Agency theory: The times, they are a-changin'. *Management Decision*, 54(1), 174–193. (Quality: IF=1.396; CABS=2; ABDC=B; Management Department Ranking=B).
- Peake, W. O., Harris, M. L., McDowell, W. C., & Davis, P. E. (2015). Get what you give? An examination of enlightened self-interest, philanthropic intent, and engagement in philanthropy for small firm owners. *Journal of Small Business Strategy*, 25(2), 79–96. (Quality: IF=N/A; CABS=N/A; ABDC=C; Management Department Ranking=C).
- Bendickson, J., Davis, P. E., Cowden, B. J., & Liguori, E. W. (2015). Why small firms are different: Addressing varying needs from boards of directors. *Journal of Small Business Strategy*, 25(2), 41–57. (Quality: IF=N/A; CABS=N/A; ABDC=C; Management Department Ranking=C).
- Peake, W. O., Davis, P. E., & Cox, M. Z. (2015). Being good for goodness sake: The influence of family involvement on motivations to engage in small business social responsibility. *Journal of Small Business Strategy*, 25(1), 1–25. (Quality: IF=N/A; CABS=N/A; ABDC=C; Management Department Ranking=C).
- Davis, P. E., & Peake, W. O. (2014). The influence of political skill and emotional intelligence on student entrepreneurial intentions: An empirical analysis. *Small Business Institute Journal*, 10(2), 19–34. (Quality: IF=N/A; CABS=N/A; ABDC=N/A; Management Department Ranking=N/A).
- Carter, W. R., Davis, P. E., Herchen, J. L., & Chandna, V. (2013). Pitfalls and paradoxes: Coping with the capabilities-rigidities dilemma in whole networks. *Journal of Business Strategies*, 30(2), 97–119. (Quality: IF=N/A; CABS=N/A; ABDC=C; Management Department Ranking=C).

3. Conference Proceedings:

a. Refereed Conference Proceedings:

- Minifie, J. R., Davis, P. E., Richmond, P. A., & Daugherty, G. (2021). Online Entrepreneurial Training Materials.

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

- Davis, P. E., Bendickson, J., Muldoon, J., McDowell, W. C., Canadian Council for Small Business and Entrepreneurship 2020, "Examining social entrepreneurship via an agency theory lens: Issues of role duality," Canadian Council for Small Business and Entrepreneurship, V, Halifax, Canada. (October 2020).
- Davis, P. E., Bendickson, J. S., Small Business Institute Conference 2020, "Social entrepreneurship: Implications from agency theory," The Small Business Institute, New Orleans, LA, United States. (February 2020).
- Davis, P. E., United States Association for Small Business and Entrepreneurship 2020, "Aligning small firm innovation with customers: Applying strategy practices," USASBE, New Orleans, LA, United States. (January 2020).
- Davis, P. E., Bendickson, J. (Presenter & Author), United States Association for Small Business and Entrepreneurship, "Strategic antecedents of innovation: Variance between small and large firms," Philadelphia, PA. (January 2017).
- Bendickson, J., Muldoon, J., Liguori, E., Davis, P. E., Academy of Management Annual Conference, "Agency theory background and epistemology," Anaheim, CA. (August 2016).
- Bendickson, J., Davis, P. E., Midgett, C., Small Business Institute Conference, "Improv pitch: Using shark tank for business pitches and comparison discussion," New Orleans, LA, United States. (February 2016).
- Peake, W. O., McDowell, W., Harris, M., Davis, P., Small Business Institute Conference, "Get what you give? An examination of enlightened self-interest, philanthropic intent, and engagement in philanthropy for small firm owners," Tampa, FL. (February 2015).
- Peake, W. O. (Presenter & Author), McDowell, W. (Author Only), Harris, M. (Author Only), Davis, P. (Presenter & Author), United States Association for Small Business and Entrepreneurship, "Can women plan to prosper? Exploring the role of gender as a moderator of the planning-performance relationship in SMEs," Tampa, FL. (January 2015).
- Peake, W. O., Davis, P. E., Cox, M. Z., United States Association for Small Business and Entrepreneurship, "Being good for goodness sake: The influence of family involvement on motivations to engage in small business social responsibility," Fort Worth, TX, United States. (January 2014).
- Davis, P., D'Souza, D. D., Academy of Management Annual Conference, "Treating the malaise of dynamic capability research: Rejuvenation via deployment-based articulation," Lake Buena Vista, FL. (August 2013).

Carter, W., Davis, P. E., Herchen, J., Chandna, V., Southern Management Association, "Coping with the capabilities-rigidities dilemma in whole networks," Ft. Lauderdale, FL, United States. (November 2012).

Davis, P. E., Kuo, C. C., Lee, Z., Decision Sciences Institute, "Public construction projects: An examination of delivery methods and contract types," San Francisco, CA. (November 2012).

Peake, W. O., Davis, P. E., Babson Center for Entrepreneurial Research Conference, "In pursuit of legitimacy: The validation of an instrument," Fort Worth, TX, United States. (June 2012).

Davis, P. E., Peake, W. O., United States Association for Small Business and Entrepreneurship, "Should aspiring entrepreneurs take notes from politicians? Investigating the impact of attitudes, emotions, emotional intelligence, and political skill on undergraduate students' entrepreneurial intent," New Orleans, LA, United States. (January 2012).

4. Workshops:

Cox, M. Z., Daspit, J. J., Jones, R. J., Davis, P. E., Cole, B., Southern Management Association, "Exploring HR issues in the family firm," St. Pete Beach, FL. (October 2015).

Jones, R. J. (Organizer), Cox, M. Z. (Organizer), Davis, P. E. (Organizer), Daspit, J. J. (Presenter), Friga, P. (Presenter), Gaffney, N. (Presenter), Keels, K. (Presenter), Southern Management Association, "A case of think and click: Technology's role in the advancement of case-based pedagogy," New Orleans, LA. (October 2013).

Jones, R. J., Daspit, J. J., Cox, M. Z., McLaughlin, E. B., Ramachandran, I., Rigsbee, C., Davis, P. E., McKee, V., Southern Management Association, "Emerging paradigms: The evolution and future directions of strategic management," Savannah, GA. (November 2011).

5. Other Works not in Print:

b. Works "in progress":

Journal Articles:

Baucus, M. S., Fox, C. J., & Davis, P. E. (In Preparation; Not Yet Submitted).
Institutional theory and isomorphism among illegal entrepreneurs. *Journal of Business Ethics*.

Davis, P. E., & Bendickson, J. S. (In Preparation; Not Yet Submitted).
Exploring customer capabilities in small firms, Phase of Completion: Data collection completed, not yet analyzed.

Davis, P. E. (In Preparation; Not Yet Submitted). Exploring operations in small firms: The role of modularity, Phase of Completion: Front half writing underway.

Muldoon, J., Davis, P. E., & Bendickson, J. S. (In Preparation; Not Yet Submitted). Paved with good Intentions: Moral disengagement and social entrepreneurship, Phase of Completion: Final Editing Underway.

c. Other Works Not in Print:

Creative Works Cited in Conference Papers / Presentations:

Muldoon, J., Davis, P. E., Bendickson, J., United States Association for Small Business and Entrepreneurship (USASBE), "Paved with good intentions: Moral disengagement and social entrepreneurship," Virtual. (January 2021).

C. Scholarly / Creative Grants and Contracts:

2. Submitted, but not Funded, External Grants and Contracts:

Baucus, Melissa Smith (Principal), Konopaske, Arthur R (Supporting), Davis, Phillip Eugene (Supporting), Fox, Corey J (Supporting), Rayburn, Steven W (Supporting). Texas Hill Country Initiative to Grow and Scale Entrepreneurial Businesses for Economic Impact, FY 2018 EDA University Center Economic Development Program Competition, Federal, \$1,000,000.00. (Submitted: July 2018). Grant.

Baucus, Melissa Smith, Fox, Corey J, Davis, Phillip Eugene, Konopaske, Arthur R. 2018 Kauffman Foundation Knowledge Challenge, Ewing Kauffman Foundation, Private / Foundation / Corporate, \$100,000.00. Grant.

D. Scholarly / Creative Fellowships, Awards, Honors:

Award / Honor Recipient: Best Conceptual Paper, United States Association for Small Business and Entrepreneurship (USASBE).
January 8, 2021

Award / Honor Recipient: Best Empirical Paper, Small Business Institute.
2015

E. Scholarly / Creative Professional Development Activities Attended:

Self-Study Program, "Learning Data Science: Understanding the Basics," LinkedIn Learning. (July 19, 2020).

IV. SERVICE

A. Institutional

1. University:

Participant, Veterans Alliance of Texas State Golf Tournament. (2018 - Present).

2. College:

Member, Assurance of Learning. (2018 - Present).

Facilitator, Advanced Managerial Leadership Executive Education. (November 2018 - January 2019).

Participant, Externship with Ember Industries. (July 2017).

3. Department/School:

Core Course Coordinator for MGT 4335 Strategic Management, Department of Management. (August 2018 - Present).

Member, Scholarship Committee. (2017 - Present).

Judge, MBA Capstone Case Competition. (December 2019).

Acting Core Course Coordinator for MGT 4335 Strategic Management, Course Coordinator. (August 2017 - January 2018).

Member, Entrepreneurship Search Committee. (June 2017 - October 2017).

B. Professional:

Reviewer / Referee, Journal of Educational Computing Research. (2020 - Present).

Editorial Review Board Member, Journal of Small Business Strategy. (2019 - Present).

Reviewer / Referee, Journal of Small Business Management. (2018 - Present).

Reviewer / Referee, Journal of Small Business Strategy. (January 2018 - Present).

Reviewer / Referee, Journal of Engineering and Technology Management. (January 2017 - Present).

Editorial Review Board Member, Journal of Leadership and Management. (2016 - Present).

Reviewer / Referee, Southern Management Association. (2019).

Reviewer / Referee, Springer, New York, NY, United States. (2017).

Reviewer / Referee, United States Association for Small Business and Entrepreneurship Annual Conference. (2017).

Reviewer / Referee, Southern Management Association. (2015 - 2016).

Reviewer / Referee, Southern Management Association. (2012).

Reviewer / Referee, United States Association for Small Business and Entrepreneurship. (2012).

C. Community:

Board Member, Lake Travis Youth Association, Lakeway, TX. (2019 - Present).

Coach and Mentor, Lake Travis Youth Organization. (September 2016 - Present).

Participant, Lakeway Elementary PTO. (2016 - Present).

D. Organization Memberships:

Small Business Institute (SBI). (2020 - Present).

United States Association for Small Business and Entrepreneurship (USASBE). (2019 - Present).

USA Football. (2018 - Present).

Beta Gamma Sigma Honor Society. (2012 - Present).

Academy of Management (AOM). (2018 - 2019).

American Youth Football Association (AYFA). (2018 - 2019).

Southern Management Association (SMA). (2016 - 2019).

United States Association for Small Business and Entrepreneurship (USASBE). (2014 - 2017).

E. Service Honors and Awards:

Award / Honor Recipient: Journal of Small Business Management Top 100 Reviewers for 2020, Journal of Small Business Management.
December 24, 2020 - January 7, 2021

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Nathan Donahue

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MA	2017	Texas State University	Communication Studies	
BA	2015	Texas State University	Communication Studies	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Adjunct Lecturer/Per Course Lecturer, Management/Communications Studies	Texas State University	2019 - Present

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Behavior Paraprofessional	Comal Independent School District	August 2018 - May 2019

II. TEACHING

B. Courses Taught:

Texas State University:

COMM 1310 - FUND OF HUMAN COM

MGT 3453 - BCOMM & PROF DEVEL

G. Teaching Professional Development Activities Attended

Workshop, "Training the Communication Training and Developmental Course," Texas State - Dr. Steven Beebe. (February 2021).

Seminar, "Online," Office of Distance Learning, TX ST University. (2020).

III. SCHOLARLY/CREATIVE

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

Donahue, N. P., Central States Communication Association Annual Conference, "To Ground or Abandon the Helicopter: The parent experience with the college transition," Omaha, NE. (2019).

TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Name: Dr. Rexford H. Draman

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	1995	University of Georgia	Business Administration	
MBA	1977	St. Edward's University	Business Administration	
BS	1972	The Univ of Akron Main Campus	Industrial Management	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Lecturer, Department of Management	Texas State University. San Marcos, TX, United States	August 1, 2016 - Present
Visiting Professor	Merrimack College	2015 - 2016
Visiting Professor	University of Wisconsin	2014 - 2016
Professor and Chair of Business & Economics Division	Marymount California University	2010 - 2014
Visiting Associate Professor	University of Texas at Brownsville	2008 - 2009
Associate Professor & Chair of Operations Management	St. Edwards University	1999 - 2006
Assistant Professor	University of Alabama at Birmingham	1994 - 1999
Grad Teaching Assistant	University of Georgia	1990 - 1993
Instructor	Austin Community College	1989 - 1990

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Consultant	Entrepreneurial Initiatives	2006 - 2008

II. TEACHING

B. Courses Taught:

Texas State University:

MGT 3303 - MGT OF ORGANIZATION

MGT 4330 - OPERATIONS MGT

MGT 4335 - STRATEG MGT & BUS

MGT 4371 - BUS GOVT & SOCIETY

MGT 4390U - MANAGEMENT FOR SUSTAINABILITY

MGT 5321 - SUPPLY CHAIN MGT

MGT 5333 - PROB IN BUS ADMIN

MGT 5380F - ORGANIZATIONAL SUSTAINABILITY

C. Directed Student Learning (i.e. theses, dissertations, exit committees, etc.):

Mentor, "the development of a 3-course sequence (concentration) in Organizational Sustainability", Status: In Progress. (January 2021 - Present). Department of Management, Texas State University.
Student(s):

D. Courses Prepared and Curriculum Development:

MGT5380F Organizational Sustainability, New Course, Texas State University.
Approved: October 2019 - April 2020.

Management for Sustainability, New Course, Texas State University. Approved: March 2017 - May 2019.

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

1. Books:

a. Scholarly Monographs:

Refereed:

Draman, R. H. (2017). *The Interdependent Organization: the path to a more sustainable enterprise.*

B. Works Not in Print:

E. Scholarly / Creative Professional Development Activities Attended:

Conference Attendance, "SOCAP Virtual conference." (October 19, 2020 - October 23, 2020).

Conference Attendance, "Fusion 2.0 Conference," Minneapolis, MN. (November 7, 2018 - November 9, 2018).

TEXAS STATE VITA**I. Academic/Professional Background****A. Name and Title**

Name: Mark W. Evans

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MS	1998	Texas A&M University	Science and Technology Journalism	
BA	1996	Texas A&M University	Biology	
BS	1994	Texas A&M University	Journalism	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Per Course Lecturer, Business Communications	University of Texas at Austin	2020 - Present
Per Course Lecturer, Management	Texas State University	September 2015 - Present
Assistant Lecturer	Texas A&M University	1999 - 2001

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
CEO and Principal	On The Point Communications	2009 - Present
Senior Account Executive	Cohn & Wolf Read-Poland	2007 - 2009
Information and Outreach Coordinator	Texas General Land Office	2004 - 2007
Communications and Marketing Manager	The Research Valley Partnership	2003 - 2004
Media Communications Coordinator	Texas Engineering Experiment Station	2001 - 2003
Science Editor	Texas Sea Grant College Program	1998 - 2001
Media Communications	Texas A&M	1994 - 1998

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Specialist	University	

E. Other Professional Credentials (licensure, certification, etc.)

Strategic Communication Management Professional, Global Communication Certification Council (GCCC). (November 2019 - Present).

II. TEACHING

B. Courses Taught:

Texas State University:

MGT 3353 - BUS COMMUNICATION

MGT 3453 - BCOMM & PROF DEVEL

G. Teaching Professional Development Activities Attended

Seminar, "Hybrid and Online Teaching Certification," Office of Distance and Extended Learning, Texas State University. (August 2014).

III. SCHOLARLY/CREATIVE

B. Works Not in Print:

IV. SERVICE

D. Organization Memberships:

Association of Business Communications (ABC). (January 2017 - Present).

Public Relations Society of America (PRSA). (August 2015 - Present).

International Association of Business Communicators (IABC). (August 2001 - Present).

TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Name: Dr. Corey Fox Title: Assistant Professor

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	2014	Oklahoma State University	Business Administration	
MSF	2008	DePaul University	Finance	
BA	2001	St Ambrose University	Economics and Finance	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Assistant Professor, Management	Texas State University. San, TX, United States	August 2016 - Present
Assistant Professor, Management	Missouri State University	2014 - 2016
Visiting Instructor, Management	University of Central Oklahoma	2013 - 2014
Visiting Instructor, Management	University of Tulsa	2013
Instructor, Management	Oklahoma State University	2009 - 2012

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Senior Derivatives Trader	International Trading Group	2002 - 2009
Personal Financial Consultant	American Express Financial Advisors	2001 - 2002

E. Other Professional Credentials (licensure, certification, etc.)

Entrepreneurial Mindset Profile, Eckerd College Leadership Development Institute.
(February 26, 2020 - Present).

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Recipient: McCoy College of Business Excellence in Teaching Award,
McCoy College of Business.
2018

Award / Honor Recipient: Spears School of Business Graduate Teaching Award,
Oklahoma State University.
2012

B. Courses Taught:

Texas State University:

MGT 4335 - STRATEG MGT & BUS

Missouri State University:

MGT 487 - Strategic Management

MGT 561 - Practicum in Small Business Operations

MGT 671 - Practicum in Small Business Operations

Oklahoma State University:

MGMT 4513 - Strategy and Integration in Organizations

Tulsa University:

MGT 3003 - Principles of Management

MGT 4073 - Strategic Management

University of Central Oklahoma:

MGMT 3101 - Principles of Management

MGMT 4213 - Management Theory

MGMT 4813 - Strategic Management

C. Directed Student Learning (i.e. theses, dissertations, exit committees, etc.):

Member, Dissertation, "No title yet", Status: In Progress. (June 2020 - Present). Not specified, Grand Canyon University.

Student(s): Brandon Parks, Doctoral, Ph.D.

Supervisor / Chair, Honor's Thesis, "Revisiting the Value Chain", Status: Completed.
(2018 - 2019). Accounting, Texas State University.

Student(s): Hope Arabie, Undergraduate.

D. Courses Prepared and Curriculum Development:

MGT 4335 (hybrid format), First Time Course Preparation, Texas State University.
Taught: 2018 - Present.

MGT 4335 (online format), First Time Course Preparation, Texas State University.
Taught: 2018 - Present.

F. Other:

Student Accomplishments:

Glo-Bus Invitational:

Mentor, Glo-Bus Invitational. Online. Status: Completed. (December 2017).
Management, Texas State University.

Student(s): Braden Hundsdorfer, Undergraduate.

G. Teaching Professional Development Activities Attended

Workshop, "Tackling the tough teaching problems: Fully online, hybrid, blended, and face-to-face teaching in a COVID world.," Academy of Management - STR Division. (November 20, 2020).

Seminar, "Designing an Exceptional Strategic Management Course," Wiley. (March 6, 2020).

Workshop, "Quality Matters: Developing Your Online Course," Texas State University. (January 2019).

Workshop, "Foundations of Online Course Design and Development," Texas State University. (May 2017 - June 2017).

Workshop, "Excellence in Teaching and Learning," Texas State University. (September 2016 - April 2017).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

1. Books:

d. Chapters in Books:

Refereed:

Hart, T., Fox, C., Korstad, J., & Nill, E. (2017). Sustainable MBAs: A phase model development of sustainability in MBA education. In J. Arevalo & S. Mitchell (Eds.), *Handbook of Sustainability in Management Education: In Search of a Multidisciplinary, Innovative and Integrated Approach*. (pp. 567–590).

Non-refereed:

Fox, C., Casper, W. C., & D'Intino, R. (2017). Founder metacognitive knowledge and the adoption of entrepreneurial orientation in leading new ventures. In A. Szpaderski & C. Neck (Eds.), *Leadership and Management: Emerging, Contemporary, and Unorthodox Perspectives*. (pp. 93–114).

2. Articles:

a. Refereed Journal Articles:

Daspit, J. J., Fox, C. J., & Findley, S. K. (Accepted / In Press). Entrepreneurial mindset: An integrated definition, a review of current insights, and directions for future research. *Journal of Small Business Management*, (Quality: "A", Impact Factor: 3.461 [2019], ABDC: A; CABS: 3).
<https://doi.org/10.1080/00472778.2021.1907583>

Fox, C. J., Davis, P. E., & Baucus, M. (Accepted / In Press). Corporate social responsibility during unprecedented crises: the role of authentic leadership and business model flexibility. *Management Decision*, (Quality: IF=2.72; CABS=2; ABDC=B; Management Department Ranking=A).
<https://doi.org/https://doi.org/10.1108/MD-08-2020-1073>

Davis, P. E., Fox, C. J., DeBode, J., & Peterson, L. T. (Accepted / In Press). Is avoiding the appearance of incompetence the key to success? An examination of team goal orientation and performance in a simulation environment. *Journal of Educational Computing Research, In Press*, (Quality: IF=2.18; CABS=N/A; ABDC=N/A; Management Department Ranking=A).

Hart, T., & Fox, C. J. (2018). How the world has changed and what that means for teaching strategy and CSR. *Journal of Strategic Management Education*, 14, 61–82.

Fox, C. J. (2018). Risk management lessons from the financial crisis: A textual analysis of the Financial Crisis Inquiry Commission's report. *Journal of Business Strategies*, 35(1), 71–97.

- Fox, C. J., Webster, B. D., & Casper, W. C. (2018). Spirituality, psychological capital and employee performance: An empirical examination. *Journal of Managerial Issues*, 30(2).
- Hart, T., David, P., Shao, F., Fox, C., & Westermann-Behaylo, M. (2015). An examination of the impact of executive compensation disparity on corporate social performance. *Strategic Organization*, 13(3), 200–223.
- Hart, T., Fox, C., Ede, K., & Korstad, J. (2015). Do but don't tell: The search for social responsibility and sustainability in the websites of the top-100 US MBA programs. *International Journal of Sustainability in Higher Education*, 16(5), 706–728.
- Fox, C., Casper, W. C., & D'Intino, R. (2015). Founder metacognitive knowledge and the adoption of entrepreneurial orientation in leading new ventures. *Journal of Leadership and Management*, 3(5-6), 29–38.
- Eissa, G., Fox, C., Webster, B., & Kim, J. (2012). A framework for leader effectiveness in virtual teams. *Journal of Leadership, Accountability & Ethics*, 9(2), 11–22.

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

- Fox, C. J., Rayburn, S. W., 2021 USASBE Virtual Conference, "Everyday Entrepreneurs: A Qualitative Study of Founder Motivations and Success Metrics," United States Association for Small Business and Entrepreneurship (USASBE) -, United States. (2021).
- Fox, C. J. (Presenter & Author), Rayburn, S. W. (Author), Academy of Management Annual Conference (Virtual), "Exploring the motivations and success metrics of everyday entrepreneurs: A qualitative examination.," Academy of Management. (2021).
- Fox, C. J. (Presenter & Author), Debode, J. (Author), Goering, D. (Author), Strategic Management Society Annual Conference (Virtual), "Firm financialization strategies: The role of political ideology at the CEO-Board interface.," Strategic Management Society. (2021).
- Fox, C. J., Rayburn, S. W., 2021 Small Business Institute Conference (Virtual), "Understanding Everyday Entrepreneurs: A Qualitative Study of Their Human Capital," United States Association for Small Business and Entrepreneurship (USASBE) -, United States. (2021).
- Fox, C. J. (Presenter & Author), Debode, J. (Author), Strategic Management Society Annual Conference, "CEO-board political ideology fit and CSR: A relational perspective.," Strategic Management Society, Minneapolis, MN, United States. (2019).

- Debode, J. (Author), Fox, C. J. (Presenter & Author), Scroggins, W. (Author), Strategic Management Society Annual Conference, "Clash of the organizational titans.," Strategic Management Society, Houston, TX, United States. (2017).
- Fox, C. (Presenter & Author), Casper, W. C. (Author Only), Academy of Management Annual Conference, "An exploration into the interplay of employee spirituality, psychological capital an performance.," Academy of Management, Vancouver, Canada. (2015).
- Fox, C. (Presenter & Author), Johnson, S. (Author Only), Academy of Management Annual Conference, "Avoiding the adverse consequences associated with risk events: The role of managerial attention to risk.," Academy of Management, Philadelphia, PA, United States. (2014).
- Hart, T. (Presenter & Author), Johnson, S. (Presenter & Author), Fox, C. (Author Only), Academy of Management Annual Conference, "The use of knowledge in the Strategic Management Society.," Academy of Management, Lake Buena Vista, FL, United States. (2013).
- Hart, T. (Presenter & Author), David, P. (Author Only), Westermann-Behaylo, M. (Author Only), Fox, C. (Author Only), Strategic Management Society Annual Conference, "An examination of the impact of executive compensation disparity on stakeholder management.," Strategic Management Society, Prague, Czech Republic. (2012).
- Fox, C. (Author Only), Eissa, G. (Presenter & Author), Casper, W. C. (Author Only), Webster, B. (Author Only), Academy of Management Annual Conference, "Poor leader-member exchange and citizenship behaviors: The moderating role of member spirituality.," Academy of Management, Boston, MA, United States. (2012).
- Baron, R. (Presenter & Author), Hmieleski, K. (Presenter & Author), Fox, C. (Author Only), Casper, W. C. (Author Only), Academy of Management Annual Conference, "Self-regulation and adoption of high risk strategies by entrepreneurs: Self-control and metacognition.," Academy of Management, Boston, MA, United States. (2012).
- Fox, C. (Author Only), Eissa, G. (Presenter & Author), Southern Management Association Annual Conference, "The role of spirituality in improving work outcomes.," Southern Management Association, Fort Lauderdale, FL, United States. (2012).
- Baron, R. (Author Only), Fox, C. (Presenter & Author), Casper, W. C. (Author Only), Hmieleski, K. (Presenter & Author), Academy of Management Annual Conference, "Entrepreneurs' self-regulatory processes and new venture strategy: Persistence, focus, and meta-cognitive knowledge.," Academy of Management, San Antonio, TX, United States. (2011).
- Johnson, S. (Author Only), Hart, T. (Author Only), Fox, C. (Presenter & Author), Bridging Bedlam Research Conference, "The role of novelty in knowledge creation:

Evidence from the Strategic Management community.," Oklahoma State University & University of Oklahoma, Norman, OK, United States. (2011).

Johnson, S. (Author Only), Hart, T. (Author Only), Fox, C. (Presenter & Author), Strategic Management Society Annual Conference, "The role of novelty in knowledge creation: Evidence from the Strategic Management community.," Strategic Management Society, Miami, FL, United States. (2011).

Eissa, G. (Author Only), Fox, C. (Presenter & Author), Southern Management Association Annual Conference, "Individual differences, leadership training and development, and leadership effectiveness in the context of virtual teams.," Southern Management Association, St. Petersburg, FL, United States. (2010).

5. Other Works not in Print:

a. Works "submitted" or "under review":

Journal Articles:

Fox, C. J., Arabie, H., & Rayburn, S. W. (Submitted / Under Review).
Resource Flows in a Customer-Partner Integrated Value Creation Model.
Journal of General Management. (February 2021)

b. Works "in progress":

Journal Articles:

Baucus, M. S., Fox, C. J., & Davis, P. E. (In Preparation; Not Yet Submitted).
Institutional theory and isomorphism among illegal entrepreneurs. *Journal of Business Ethics*.

Fox, C. J., & Rayburn, S. W. (In Preparation; Not Yet Submitted). Everyday
Entrepreneurs: Motivation, Practice, and Success. *Journal of Small
Business Management*.

c. Other Works Not in Print:

Abstract Presented at Professional Meetings:

Fox, C. J. (Presenter & Author), Rayburn, S. W. (Author), United States
Association for Small Business and Entrepreneurship Annual Conference,
"What do you know? An exploration of differences between entrepreneurs
with and without formal business education and training.," United States
Association for Small Business and Entrepreneurship (USASBE), New
Orleans, LA, United States. (2020).

Posters:

Fox, C. J. (Presenter & Author), Jewell, R. T. (Author), Smart, D. L. (Author), North American Society for Sports Management Annual Conference (Virtual), "Movin' on up! An examination of the strategic decision to move from FCS to FBS football.," North American Society for Sports Management. (2020).

Hart, T. (Author Only), David, P. (Author Only), Westermann-Behaylo, M. (Author Only), Fox, C. (Presenter & Author), Bridging Bedlam Research Conference, "An examination of the impact of executive compensation disparity on stakeholder management.," Oklahoma State University & University of Oklahoma, Stillwater, OK, United States. (2012).

C. Scholarly / Creative Grants and Contracts:

2. Submitted, but not Funded, External Grants and Contracts:

Baucus, Melissa Smith (Principal), Konopaske, Arthur R (Supporting), Davis, Phillip Eugene (Supporting), Fox, Corey J (Supporting), Rayburn, Steven W (Supporting). Texas Hill Country Initiative to Grow and Scale Entrepreneurial Businesses for Economic Impact, FY 2018 EDA Universtiy Center Economic Development Program Competition, Federal, \$1,000,000.00. (Submitted: July 2018). Grant.

Baucus, Melissa Smith, Fox, Corey J, Davis, Phillip Eugene, Konopaske, Arthur R. 2018 Kauffman Foundation Knowledge Challenge, Ewing Kauffman Foundation, Private / Foundation / Corporate, \$100,000.00. Grant.

D. Scholarly / Creative Fellowships, Awards, Honors:

Award / Honor Recipient: McCoy College Dean's Summer Research Stipend, McCoy College of Business.
2021

Award / Honor Recipient: Research Enhancement Program Award, Texas State University.
2017

Award / Honor Recipient: McCoy Faculty Development Research Grant, McCoy College of Business.
2016

Award / Honor Recipient: International Research Travel Award, Missouri State University.
2015

Award / Honor Recipient: Distinguished Graduate Fellowship, Oklahoma State University.
2013

Award / Honor Recipient: Richard W. Poole Doctoral Student Research Award,
Oklahoma State University.
2010

E. Scholarly / Creative Professional Development Activities Attended:

Mentoring program, "Strategic Human Capital Interest Group Junior Scholar Mentoring Program," Strategic Management Society. (September 2020 - August 2021).

Seminar, "Structural equation modeling (SEM) using Stata," StataCorp. (November 12, 2020).

Conference Attendance, "Advancing Management Theory with Sports Data," Imperial College Business School, Stockholm School of Economics, and Rennes School of Business. (April 17, 2020).

Workshop, "How to Find Funding," Academic Development & Assessment, San Marcos, TX. (2017).

Workshop, "McCoy Research Jump Start," McCoy College of Business. (November 10, 2017).

Consortium, "BPS New Faculty Consortium," Academy of Management. (August 5, 2017).

IV. SERVICE

A. Institutional

1. University:

Presenter and mentor, Virtual Entrepreneurship Boot Camp (Ignite & Deep Dive). (July 2020 - Present).

Presenter, Packback. (December 3, 2020).

Faculty Advisor, I-Corp New Ventures Program. (2019).

2. College:

Co-advisor, Collegiate Entrepreneurs Organization (CEO). (September 2019 - Present).

Member, McCoy College Online Learning Committee. (September 2018 - Present).

Member, Entrepreneur Working Group. (2018 - Present).

Judge, MBA Capstone Case Project. (2017 - Present).

Organizer, 3 Day Start-up. (October 20, 2017 - 2020).

Judge, McCoy College Business Plan Competition. (2018).

3. Department/School:

Member, Entrepreneurship Search Committee. (June 2017 - Present).

Member, Library Committee. (2016 - 2018).

B. Professional:

Judge, Small Business Institute (Project of the Year award). (2020 - Present).

Reviewer / Referee, Current Psychology (ad hoc reviewer). (2020 - Present).

Reviewer / Referee, Journal of Educational Computing Research (ad hoc reviewer). (2020 - Present).

Reviewer / Referee, Journal of Management Education (ad hoc reviewer). (2020 - Present).

Reviewer / Referee, Journal of Small Business Management (ad hoc reviewer). (2020 - Present).

Reviewer / Referee, Small Business Institute (Annual Conference). (2020 - Present).

Reviewer / Referee, Journal of Managerial Issues (ad hoc reviewer). (2019 - Present).

Reviewer / Referee, United States Association for Small Business and Entrepreneurship (Annual Conference). (2019 - Present).

Advisory Board Member, Sustainability, Ethics & Entrepreneurship Conference. (2016 - Present).

Reviewer / Referee, Strategic Management Society (Annual Conference). (2012 - Present).

Reviewer / Referee, Academy of Management (Annual Conference). (2010 - Present).

Reviewer / Referee, Routledge Publishing - Book Proposal. (2020).

Mentor, Southern Management Association (Virtual paper development workshop). (2019).

Reviewer / Referee, Southern Management Association (Annual Conference). (2010 - 2019).

Reviewer / Referee, Routledge Publishing - Book Proposal. (2018).

C. Community:

Father's mentor, Global Parents for Eczema Research (GPER). (2020 - Present).

Judge, Mass Challenge. (2020).

Speaker, Packback. (2020).

Competition Judge, Future Business Leaders of America Leadership Conference, Springfield, MO. (2015 - 2016).

Guest Speaker, Creating Executive Opportunities, Springfield, MO. (2015).

D. Organization Memberships:

Small Business Institute (SBI). (2020 - Present).

United States Association for Small Business and Entrepreneurship (USASBE). (2020 - Present).

Academy of Management (AOM). (2010 - Present).

Strategic Management Society (SMS). (2010 - Present).

North American Society for Sport Management (NASSM). (2020).

Southern Management Association (SMA). (2010 - 2019).

E. Service Honors and Awards:

Award / Honor Recipient: Outstanding CEO Chapter Advisor, Collegiate Entrepreneurs Organization.

2020

Award / Honor Recipient: STR Best Reviewer Award, Academy of Management - STR Division.

2019

Award / Honor Recipient: Best Reviewer Award, Academy of Management (STR Division).

2018

Award / Honor Recipient: Best Reviewer Award, Strategic Management Society (Behavioral Strategy Division).

2017

Award / Honor Recipient: Outstanding Reviewer Award (BPS Division), Academy of Management.

2017

2016

2015

2014

Award / Honor Recipient: Outstanding Reviewer Award (Strategic Leadership & Governance Division), Strategic Management Society.

2015

G. Service Professional Development Activities Attended:

Workshop, "Tenure and Promotion to Associate Professor: Advice for Assistant Professors," Texas State University, San Marcos, United States. (September 30, 2020).

TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Name: Dr. Seth Frei

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	2018	University of Texas at Austin	Communication Studies	Changing Careers: How Newcomers Seek Information in Three Types of Career Transitions
MA	2012	Texas State University	Communication Studies	
BA	2010	Bethel University	Communication Studies and Media Communication	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Lecturer, Management	Texas State University. San Marcos, TX, United States	2018 - Present
Lecturer, Communication Studies	Texas State University. San Marcos, TX	2013 - 2017
Assistant Instructor, Communication Studies	The University of Texas - Austin. Austin, TX	2012 - 2016
Graduate Research Assistantship, The Center for Identity	The University of Texas - Austin.	2013 - 2014
Teaching Assistant, Communication Studies	The University of Texas - Austin. Austin, TX	2012 - 2013
Teaching Assistant, Communication Studies	Texas State University. San Marcos, TX, United States	2010 - 2012
Teaching Assistant, Communication Studies	Bethel University	2009 - 2010

E. Other Professional Credentials (licensure, certification, etc.)

Certificate in Corporate Communication and Training, Texas State University. (May 12, 2012 - Present).

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Recipient: College Achievement Award for Excellence in Teaching, McCoy College of Business Administration, Texas State University.
August 2020

Award / Honor Recipient: Award for Excellence in Online Teaching, The Office of Distance and Extended Learning, Texas State University.
February 2018

Award / Honor Recipient: Department Teaching Excellence, Texas State University.
2014

B. Courses Taught:

Texas State University:

COMM 1310 - FUND OF HUMAN COM

COMM 2315 - INTERPERSONAL COMM

COMM 2330 - SMALL GROUP COMM

COMM 3319 - INTR ORGAN COMM

COMM 4111 - PRACTICUM COM STDS

COMM 4320 - EVENT PLANNING

COMM 4329 - COMM TRAIN & DVLPT

COMM 4347 - LEADERSHIP & COMM

MGT 3303 - MGT OF ORGANIZATION

MGT 3453 - BCOMM & PROF DEVEL

MGT 4390V - PROF SKILLS FOR GLOBAL WORK

Bethel University:

COM 363 - Methods of Communication Research

The University of Texas - Austin:

CMS 306M - Professional Communication Skills

CMS 336 - Career Dynamics and Corporate Communication (Web-Based)

CMS 370K - Internship in Communication Studies

D. Courses Prepared and Curriculum Development:

Management of Organizations, First Time Course Preparation, Texas State University: January 2018 - May 2018.

Business Communication and Professional Development Lab, First Time Course Preparation, Texas State University: August 2017 - December 2017.

Small Group Communication, First Time Course Preparation, Texas State University. Approved: January 2017 - May 2017.

Business Communication and Professional Development HYBRID, First Time Course Preparation, Texas State University. Taught: June 2018 - July 2018.

Training and Development, First Time Course Preparation, Texas State University. Taught: August 2017 - December 2017.

Leadership & Communication, First Time Course Preparation, Texas State University. Taught: January 2015 - May 2015.

Professional Skills for the Global Workplace, New Course, Texas State University. Approved: 2019.

Event Planning, New Course, Texas State University. Taught: August 2016 - December 2016.

Business Communication & Professional Development (STUDY ABROAD), Revise Existing Course, Texas State University. Approved: 2019.

Business Communication in Europe, Study Abroad Proposal, Texas State University. Proposed: June 2018 - August 2019.

E. Teaching Grants and Contracts

3. Funded Internal Teaching Grants and Contracts:

Frei, Seth Steven. Teaching and Learning Technology Innovation Grant, Texas State University, \$5,000.00. (Funded: June 2016 - November 2016). Grant.

F. Other:

Guest Lecture, BA5100 - Team Communication Lecture, McCoy College of Business MBA Program. 200. (August 20, 2020).

Panel Participant, National Distance Learning Week Webinars, Office of Distance and Extended Learning. San Marcos. (November 5, 2018).

Seminar, Introduction to Rubrics, Office of Distance and Extended Learning. (March 1, 2019).

Seminar, Introduction to Rubrics, Office of Distance and Extended Learning. (October 5, 2018).

G. Teaching Professional Development Activities Attended

Workshop, "Advanced Online Course Design and Development," Texas State Instructional Technologies Support, San Marcos, TX. (January 2017 - June 2017).

Workshop, "Foundations of Online Course Design and Development," Texas State Instructional Technologies Support, San Marcos, TX. (July 2016).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

1. Books:

d. Chapters in Books:

Refereed:

Frei, S. S., & Beebe, S. A. (2018). The communication skills of an effective trainer. In J. D. Wallace & D. Becker (Eds.), *The Handbook of Communication Training* (pp. 348–361). London: Routledge.

Beebe, S. A., & Frei, S. S. (2017). Student orientations toward communicating in the classroom. In M. L. Houser & A. M. Hosek (Eds.), *Handbook of Instructional Communication Rhetorical and Relational Perspectives* (2nd ed., pp. 80–93). New York: Routledge.

Beebe, S. A., & Frei, S. S. (2016). Teaching communication to working adults. In P. L. Witt (Ed.), *Communication and Learning* (Vol. 16, pp. 673–698). Boston: Walter de Gruyter Inc.

2. Articles:

a. Refereed Journal Articles:

Frei, S. S. (2017). Applying the instructional beliefs model to training and development research and practice. *Discourse: The Journal of the Speech Communication Association of South Dakota*, 4, 35–50.

Ford, J. L., Ford, J. S., Frei, S. S., Pilny, A., & Berkelaar, B. L. (2016). A network under stress: Using embeddedness to understand uncertainty management and resilience in campus emergencies. *Journal of Applied Communication Research*, 44. Published. <https://doi.org/10.1080/00909882.2016.1192288>

Ford, J. L., & Frei, S. S. (2016). Training for the unthinkable: Examining message characteristics on motivations to engage in an active-shooter response video. *Communication Studies*, 67. Published. <https://doi.org/10.1080/10510975.2016.1196381>

Generous, M. A., Houser, M. L., & Frei, S. S. (2015). Exploring college students' emotional responses to instructor swearing. *Communication Research Reports*. Published. <https://doi.org/10.1080/08824096.2015.1052901>

Generous, M. A., Frei, S. S., & Houser, M. L. (2015). When an instructor swears in class: Functions and targets of instructor swearing from college students' retrospective accounts. *Communication Reports*. Published. <https://doi.org/10.1080/08934215.2014.927518>

3. Conference Proceedings:

a. Refereed Conference Proceedings:

Alford, A. M., & Frei, S. S. (2020). Keeping it Short and Sweet: Teaching the “Short Message” Writing Format in a Business Communication Classroom (pp. 103–105).

10. Other Works in Print:

Dissertations:

Frei, S. S. (2018). *Changing careers: How newcomers seek information in three types of career transitions*.

Instructional Materials:

Frei, S. S. (2012). Training lesson plan example. In S. A. Beebe, T. P. Mottet, & K. D. Roach (Eds.), *Training and Development: Enhancing Communication and Leadership Skills* (2nd ed.). Boston: Pearson.

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

- Frei, S. S., "Keeping it Short and Sweet: Teaching the 'Short Message' Writing Format in a Business Communication Classroom," Association for Business Communication, Virtual. (October 2020).
- Frei, S. S., Association for Business Communication, "Communication with Job Applicants via Email: How Response Personalization and Time Frame Affect Organizational Perceptions," Detroit, MI. (October 2019).
- Tatum, N. T., Frei, S. S., Basic Course Interest Group at the Central States Communication Association, "The Effect of Rapport on Instructor Self-Efficacy and Learner Empowerment in Basic Communication Course Training," Omaha, NE. (April 2019).
- Tatum, N. T., Frei, S. S., Training and Development Division at the National Communication Association, "Chronemics in computer-mediated communication: Reflections on potential research in training and development," Dallas, TX. (November 2017).
- Tatum, N. T., Frei, S. S., Organization and Professional Communication Interest Group at the Central States Communication Association, "ICTs and employee learning: Opportunities for research on technology and learning in the workplace," Minneapolis, MN. (March 2017).
- Tatum, N. T., Frei, S. S., Training & Development Division at the National Communication Association, "Extending the Instructional Beliefs Model: Implications for Training and Development," Philadelphia, PA. (November 2016).
- Frei, S. S., Communication Theory Division at the Central States Communication Association, "Proposing an enriched goal-setting theory to develop future research in training and socialization," Grand Rapids, MI. (April 2016).
- Ford, J. L., Frei, S. S., Ford, J., Applied Communication Division at the National Communication Association Conference, "A network under stress: A theoretical examination of embeddedness and uncertainty reduction in campus emergencies," Chicago, IL. (November 2014).
- Frei, S. S., Stephens, K. K., Beebe, S. A., Instructional Development Division at the National Communication Association Conference, "Doing what we do best: Advancing instructional communication into the future with an agenda for communication skills research," Chicago, IL. (November 2014).
- Frei, S. S., Waters, E. D., Ghobrial, B., Training and Development Division at the National Communication Association Conference, "The influence of communication technologies on motivation for training," Chicago, IL. (November 2014).
- Frei, S. S., Training and Development Division at the National Communication Association Conference, "Using theory and empirical research to develop a research agenda for training and development," Washington, DC. (November 2013).

- Generous, A. M., Frei, S. S., Houser, M. L., Communication Education Interest Group at the Central States Communication Association Conference, "Instructor swearing in the college classroom: Exploring the possibility of positive and negative reactions from students," Kansas City, MO. (April 2013).
- Frei, S. S., Training and Development Division at the National Communication Association Conference, "Taking advantage of social media and new presentation tools to captivate your audience," Orlando, FL. (November 2012).
- Frei, S. S., Competitive Graduate Poster Session at the Eastern States Communication Association Conference, "Satisfaction at work: How work groups are related to job satisfaction," Boston, MA. (April 2012).
- Frei, S. S., Organizational and Professional Communication Interest Group at the Central States Communication Association Conference, "Exploring group interaction in the organizational context: The work life–family life connection.," Cleveland, OH. (March 2012).
- Frei, S. S., Barton, L., Kiely, P., Short, E., Undergraduate Resesarch Honors Conference at the Central States Communication Association Conference, "Post-college coresidence and adult child-parent relational satisfaction," Milwaukee, WI. (April 2011).
- Frei, S. S., Abbas, E. A., Anderson, C. A., Larson, J. T., Sorenson, M. E., Romsaas, S. A., Undergraduate Honors Research Conference at the Central States Communication Association Conference, "Emotional investment in the romantic relationships of adult children of divorce," St. Louis, MO. (April 2009).

2. Invited Talks, Lectures, and Presentations:

- Frei, S. S. (Panelist), Central States Communication Association, "Creating a bridge to close the classroom/community divide," Minneapolis, TX. (March 2017).
- Frei, S. S. (Panelist), Southern States Communication Association, "Methods and Approaches to Teaching the Communication Training and Development Course," Austin, TX. (April 2016).
- Frei, S. S. (Panelist), GIFT presented at the Central States Communication Association Conference, "Online leadership WIKIS," Grand Rapids, MI. (April 2016).
- Frei, S. S. (Panelist), Training and Development Division at the National Communication Association Conference, "Preparing leaders to lead: The presence and future of leadership communication training," Chicago, IL. (November 2014).
- Frei, S. S. (Panelist), First Vice President's program at the Central States Communication Association Conference, "Good! Bad! Ugly!: Successful scholars on best & worst advice ever received," Minneapolis, MN. (April 2014).

- Frei, S. S. (Panelist), Undergraduate Programs Interest Group at the Central States Communication Association Conference, "Graduate student mentorship: Elevating undergraduates' transition experiences," Minneapolis, MN. (April 2014).
- Frei, S. S. (Panel Originator and Panelist), Training and Development Division at the National Communication Association Conference, "Connecting students to the field of training and development: Internships, culture, real-world training," Washington, DC. (November 2013).
- Frei, S. S. (Panelist), Basic Course Division at the National Communication Association Conference, "This isn't my class, it's our class: Connecting students through the creation of community within the classroom," Washington, DC. (November 2013).
- Frei, S. S. (Panelist), Basic Course Interest Group at the Central States Communication Association Conference, "Social media as a means for exploring new possibilities in the basic course.," Kansas City, MO. (April 2013).
- Frei, S. S. (Short Course Originator and Presenter), Beebe, S. A., Central States Communication Association Conference, "Training the instructor: How to teach the communication training and development course," Kansas City, MO. (April 2013).
- Frei, S. S. (Panelist), Basic Course Division at the National Communication Association Conference, "Creating COMMunity from a cohort: How GTAs/GTIs/RAs (and Faculty) COMMunicate and connect," Orlando, FL. (November 2012).
- Frei, S. S. (Panel Originator and Chair), Basic Course Interest Group at the Central States Communication Association Conference, "Making connections: Discovering the link between popular culture and the basic course," Cleveland, OH. (March 2012).
- Frei, S. S. (Panelist), Instructional Resources Interest Group at the Central States Communication Association Conference, "Making connections: Supporting the non-native speaker of english in the classroom," Cleveland, OH. (March 2012).
- Frei, S. S. (Panelist), Basic Course Division at the National Communication Association Conference, "Horton heard a who, can you? Voices from GTAs on teaching practices in the basic course.," New Orleans, LA. (November 2011).
- Frei, S. S. (Panelist), a special Lambda Pi Eta Event at Texas State University, "Spotlight on graduate research and roundtable discussion on preparing for and navigating graduate school," San Marcos, TX. (November 2011).
- Frei, S. S. (Panel Originator and Panelist), Training and Development Division at the National Communication Association Conference, "Teaching the communication training and development course: A 360 degree panoramic perspective," New Orleans, LA. (November 2011).
- Frei, S. S. (Panelist), a special CSGA Presentation at Texas State University, "Communication studies graduate association: Conference talk," San Marcos, TX. (September 2011).

3. Consultancies:

For Profit Organization, BetterUp. (May 2019 - Present).

For Profit Organization, Elevation Consulting Partners, LLC, San Marcos, TX, United States. (March 2019 - Present).

Academic, McCombs School of Business, UT-Austin, Austin, TX, United States. (August 1, 2018 - Present).

Academic, Baylor University - Hankamer School of Business, Waco, TX. (January 2020).

For Profit Organization, Affiliated Engineers Inc., Seattle, WA. (May 2019).

Academic, Blanton Museum of Art, Austin, TX. (January 2019 - February 2019).

Expert Panel Member, Quantified Communications, Austin, TX. (March 2015 - January 2019).

Texas Health & Human Services Commission, Executive Leadership Academy, Austin, TX. (December 2016).

Texas State University Healthcare Leadership Coalition, San Marcos, TX. (September 2016).

Texas Health & Human Services Commission, Executive Leadership Academy, Austin, TX. (March 2014).

Texas Evening MBA Program,, Austin, TX. (August 2013).

Texas Health & Human Services Commission, Executive Leadership Academy, Austin, TX. (April 2013).

Shepherd of the Valley Church, Student Ministries,, Afton, MN. (2012).

4. Workshops:

Frei, S. S. (Panelist), Preconference at the National Communication Association Conference, "From communication expert to training and development professional: Applying your talents for new audiences and new impacts," Las Vegas, NV. (November 2015).

Frei, S. S. (Workshop Originator and Presenter), Beebe, S. A., Western States Communication Association Conference, "Teaching the communication training and development course: Resources and strategies," Anaheim, CA. (February 2014).

5. Other Works not in Print:

a. Works "submitted" or "under review":

Journal Articles:

Fraser, M. A., Farris, K. N. L., Frei, S. S., Garza, O., & Fernandez, R. (Submitted / Under Review). Balance Error Scoring System (BESS) Knowledge and Confidence in Athletic Trainers: Comparison of an Instructional Intervention. *Journal of Athletic Training*. (December 2020)

b. Works "in progress":

Journal Articles:

Frei, S. S., Moore, C. J., & Gunter, M. J. (In Preparation; Not Yet Submitted). Professional development: A necessary component in business communication courses?

Frei, S. S., & Gunter, M. J. (In Preparation; Not Yet Submitted). Preparing Students for The Interview: Studying the Effectiveness of Virtual Interview Preparation.

Frei, S. S., & Tatum, N. T. (In Preparation; Not Yet Submitted). Response Latency in Hiring Emails.

Frei, S. S. (In Preparation; Not Yet Submitted). The Effect of Rapport on Instructor Self-Efficacy and Learner Empowerment in Basic Communication Course Training.

Frei, S. S. (In Preparation; Not Yet Submitted). Proposing an enriched goal-setting theory to develop future research in training and socialization.

c. Other Works Not in Print:

Panel Chairs:

Frei, S. S., "How Do I Do This?: Grant and Interdisciplinary Research Insights and Best Practices," Central States Communication Association, Chicago, IL, United States. (April 2020).

C. Scholarly / Creative Grants and Contracts:

2. Submitted, but not Funded, External Grants and Contracts:

Frei, Seth Steven (Principal). C.R. Anderson Research Fund, Association for Business Communication, Other, \$4,350.00. (Submitted: December 2019, Funded: February 2020 - July 2020). Sponsored Research.

4. Submitted, but not Funded, Internal Grants and Contracts:

Houser, Marian L, Frei, Seth Steven, Farris, Kristen Nacole LeBlanc, Burns, Michael Edward. Research Enhancement Program, Texas State University, \$16,000.00. (Funded: 2016). Grant.

D. Scholarly / Creative Fellowships, Awards, Honors:

Award / Honor Recipient: Top Paper, CSCA Douglas M. Trank Top Paper Award, Basic Course Interest Group.
2019

Award / Honor Recipient: Top Paper, NCA Training & Development Division.
2016

Award / Honor Recipient: Top Paper, CSCA Communication Theory Division.
April 2016

Fellowship Recipient: Graduate School Continuing Fellowship, Moody College of Communication, The University of Texas - Austin.
2014

Award / Honor Recipient: Associated Student Government Scholarship Award, Texas State University.
2011

Award / Honor Recipient: College of Fine Arts & Communication Graduate Scholarship Award, Texas State University.
2011

Award / Honor Recipient: Dean's Scholarship Award, Bethel University.
August 2006

IV. SERVICE

A. Institutional

1. University:

Participant, Texas State Canvas Champions - Department of Information Technology. (July 2020 - Present).

Member, Faculty Mentor Corps - Office of Distance and Extended Learning. (April 2020 - Present).

Technical Director, TEDxTexasStateUniversity. (May 2018 - Present).

Member, Texas State Online Teaching Award Committee. (November 2018 - February 2019).

Faculty Advisor, Student Event Planning Association. (January 2017 - May 2018).

Organizer, TEDxTexasStateUniversity. (January 2016 - December 2017).

2. College:

Member, McCoy College Global Programming & Orientation Task Force Meeting. (January 2021 - Present).

3. Department/School:

Assistant Core Course Coordinator, MGT3303 - Management of Organizations. (August 2019 - Present).

Assistant Basic Course Director, COMM1310. (August 2016 - October 2017).

B. Professional:

Secretary, CSCA Organizational & Professional Communication Division. (2020 - Present).

Reviewer / Referee, Association for Business Communication. (2019 - Present).

Reviewer / Referee, CSCA G.I.F.T. Division. (2016 - Present).

Editorial Review Board Member, Communication Teacher. (2013 - Present).

Reviewer / Referee, Training and Development Division of the National Communication Association. (2012 - Present).

Reviewer / Referee, Organizational and Professional Communication Interest Group of the Central States Communication Association. (2011 - Present).

Chair, CSCA G.I.F.T. Division. (2019 - 2020).

Vice-Chair, CSCA G.I.F.T. Division. (2018 - 2019).

Chair, Training & Development Division of the National Communication Association. (2016).

Co-Chair/Program Planner, Training and Development Division of the National Communication Association. (2015).

Chair, Measurement and Evaluation Committee for Professional Communication Skills Course, The University of Texas at Austin. (2014).

Co-Secretary/Newsletter Editor, Training and Development Division of the National Communication Association. (2014).

Graduate Student Representative, Outstanding Graduate Coordinator Award, The University of Texas at Austin. (2014).

Paper panel respondent, Training and Development Division of the National Communication Association. (2014).

Reviewer / Referee, Communication Education Interest Group of the Central States Communication Association. (2013).

Reviewer / Referee, Undergraduate Research Honors Conference of the Central States Communication Association. (2011 - 2013).

Student Representative, Training and Development Division of the National Communication Association. (2011 - 2013).

Panel Chair, Organizational and Professional Communication Interest Group of the Central States Communication Association. (2012).

Planning Assistant, NCA National Conference. (2011 - 2012).

Reviewer / Referee, Graduate Student Caucus of the Central States Communication Association. (2011 - 2012).

D. Organization Memberships:

Association for Business Communication (ABC). (2018 - Present).

National Communication Association (NCA). (2011 - Present).

Central States Communication Association (CSCA). (2009 - Present).

Southern States Communication Association (SSCA). (2015 - 2016).

Western Communication Association (WCA). (2014 - 2015).

Eastern Communication Association (ECA). (2011 - 2012).

Texas State Communication Studies Graduate Association. (2011 - 2012).

Lambda Pi Eta Honor Society. (2009 - 2010).

E. Service Honors and Awards:

Award / Honor Recipient: Honorary Guest Coach, Texas State Volleyball.
October 2019

Award / Honor Recipient: Rising Star Award, National Communication Association,
Training & Development Division.
2014

F. Service Grants and Contracts:

3. Funded Internal Service Grants and Contracts:

DeMuynck, Jacqueline Patrice (Principal), Head, Katherine Michelle (Co-Principal), Galarza, Jason Lee (Co-Principal), Farris, Kristen Nacole LeBlanc (Supporting), Burns, Michael Edward (Supporting), Paz, Mark A (Supporting), LeClair, Cassandra Fay (Supporting), Frei, Seth Steven (Supporting). TEDx Texas State University, Common Experience, Texas State University, \$1,000.00. (Submitted: September 2019). Grant.

DeMuynck, Jacqueline Patrice (Principal), Head, Katherine Michelle (Co-Principal), Galarza, Jason Lee (Co-Principal), Farris, Kristen Nacole LeBlanc (Supporting), Burns, Michael Edward (Supporting), Paz, Mark A (Supporting), LeClair, Cassandra Fay (Supporting), Frei, Seth Steven (Supporting). TEDx Texas State University, Common Experience, Texas State University, \$1,000.00. (Submitted: September 2019). Grant.

TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Name: Dr. Matari Gunter

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	2015	Our Lady of the Lake University	Leadership Studies	
MS	2011	Our Lady of the Lake University	Organizational Leadership	
BA	1993	Texas A&M University	Journalism	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Lecturer, Management	Texas State University. San Marcos, TX, United States	January 16, 2015 - Present
Lecturer, Management	UTSA-University of Texas at San Antonio. San Antonio, TX, United States	May 28, 2015 - July 3, 2015
College Director of Community and Public Relations	St. Philip's College	January 2007 - January 2010

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Fill-in Reporter/Anchor	News, Sinclair Broadcasting-News4San Antonio-WOAI TV, San Antonio, TX, United States	December 2013 - December 2016
Education Reporter	WOAI - TV	January 2002 - January 2007
Public Affairs Director	KSJL 810 AM	January 1998 - January 2007
News Reporter/Anchor	WOAI - 1200	January 1998 -

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Reporter	AM KTSA Radio	January 2002 January 1996 - January 1998
Reporter	KTRH Radio	January 1995 - January 1996
Media Communication Specialist	Texas A&M University	January 1992 - January 1995

E. Other Professional Credentials (licensure, certification, etc.)

Quality Matters (QM) "Designing Your Online Course", Office of Distance and Extended Learning. (August 22, 2018 - Present).

Online Course Design Certification, Foundations of Online Course Design and Development. (May 2015 - Present).

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Recipient: Presidential Award for Excellence in Teaching, McCoy College of Business Administration, Texas State University, 2016, McCoy College of Business Administration.
2016

B. Courses Taught:

Texas State University:

MGT 3353 - BUS COMMUNICATION

MGT 3453 - BCOMM & PROF DEVEL

UTSA-University of Texas at San Antonio:

MGT 3003 - Business Communication and Professional Development

University of Texas at San Antonio:

MGT 3003 - Business Communication and Professional Development

MGT 3003 - MGT 3003 Business Communication and Professional Development

C. Directed Student Learning (i.e. theses, dissertations, exit committees, etc.):

Supervisor / Chair, Honor's Thesis, "Black Lives Matter: A Corporate Conversation Worth Having?", Status: Completed. (August 2016 - May 2017). Management, Texas State University.
Student(s): Chelsey Caldwell, Undergraduate.

D. Courses Prepared and Curriculum Development:

GoReact Video Capture Tool, Curriculum Development, Texas State University. Taught: July 2019 - Present.

Exploring Your Potential Professional Development Program, Curriculum Development, Texas State University. Taught: January 2019 - Present.

MGT 3453 BUSINESS COMMUNICATION AND PROFESSIONAL DEVELOPMENT-HYBRID, Curriculum Development, Texas State University. Taught: January 2018 - Present.

MGT 3453 Business Communication and Professional Development, New Course, Texas State University. Taught: August 2015 - Present.

MGT 3353 BUSINESS COMMUNICATION, Revise Existing Course, Texas State University. Taught: January 2015 - Present.

F. Other:

Mentoring young African-American students about how to balance class work and a full-time job and how to transition from college student to new employee. I review and edit resumes and cover letters for students. I also create presentations based on request regarding management and leadership, business etiquette and business communications. (January 15, 2015 - April 30, 2015).

G. Teaching Professional Development Activities Attended

Tutorial, "How to Create a Hybrid Course via Instructional Designer," Office of Distance and Extended Learning, San Marcos, TX, United States. (October 8, 2018 - Present).

Workshop, "Designing Your Online Course," Quality Matters & Texas State University Distance Learning, San Marcos. (August 23, 2019).

Seminar, "Faculty Externship-Randolph-Brooks Federal Credit Union," Randolph-Brooks Federal Credit Union, San Antonio, United States. (August 16, 2019).

Workshop, "Quality Matters (QM) "Designing Your Online Course"," Office of Distance and Extended Learning, San Marcos. (August 22, 2018).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

10. Other Works in Print:

Dissertations:

Gunter, M. (Published). *“Examining the relationship between Authentic Leadership and Job Satisfaction from the Employee’s Perspective.”*

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

Charles, J. (Co-Presenter), Gunter, M. (Co-Presenter), Continuing the Dialogue - Providing Pathways and Framing the Future of Higher Education, ""Students' Retention, Diversity and Graduation in Higher Education: A Narrative Drawn from Data at Texas State University and Other Peer Institutions", " Texas Association of Black Personnel in Higher Education (TABPHE), Crowne Plaza Hotel, Austin, TX, United States. (February 28, 2019).

2. Invited Talks, Lectures, and Presentations:

Charles, J. S. (Co-Presenter), Gunter, M. J., STEM Faculty - San Antonio College, ""Students' Retention, Diversity and Graduation in Higher Education: A Narrative Drawn from Data at Texas State University and Other Peer Institutions", " San Antonio College, San Antonio College, San Antonio, TX, United States. (May 27, 2019).

Gunter, M., Business Visit Day, "How to Succeed in College," Advising Department, McCoy Hall 243, San Marcos, TX, United States. (February 8, 2019).

Gunter, M. (Facilitator), Career Fair at Pease Middle School, "Why You Should Go to College at Texas State University," Pease Middle School 201 Hunt Lane Road, San Antonio, TX, United States. (November 29, 2018).

Moore, C. J., Gunter, M. J., Alford, A. M., ABC Annual Conference, "Adding Professional Development to Today’s Business Communication Curriculum to Better Prepare Students for Careers," Association for Business Communication. (2017).

Moore, C. J. (Panelist), Gunter, M. J. (Panelist), Alford, A. M. (Panel Chair), NCA Annual Conference, "Emerging Pedagogical Methods: The Professional Development Program as a Relevant Addition to Business Communication Coursework at Texas State University," National Communication Association and Association for Business Communication. (2017).

Gunter, M. J., Moore, C., Alford, A., Association for Business Communication, "Adding Professional Development to Today’s Business Communication Curriculum to Better Prepare Students for Careers," Association of Business Communication, Dublin, Ireland. (October 18, 2017).

Gunter, M. (Panelist), Moore, C. (Panelist), Alford, A. (Panelist), Association for Business Communication, "Shaping and Expanding the Landscape of Business Communication," Association for Business Communication, Dublin, Ireland. (October 18, 2017).

Gunter, M. J. (Presenter & Author), How to Prepare for a Job Interview for Accountants, "Why Attend a Job Fair?," National Association of Black Accountants (NABA), San Marcos, TX. (February 8, 2016).

Gunter, M. J. (Presenter & Author), Business Leadership in Anthropology, "What is the difference between leadership and management?," Department of Anthropology-Texas State University. (November 12, 2015).

Gunter, M. J. (Presenter & Author), CEPA-Collaborative Educational Programs for the Americas, "Examining the relationship between Authentic Leadership and Job Satisfaction from the Employee's Perspective," Our Lady of the Lake University, Incarnate Word, UTSA, and Texas A&M-San Antonio, San Antonio, TX. (October 22, 2015).

5. Other Works not in Print:

b. Works "in progress":

Journal Articles:

Frei, S. S., Moore, C. J., & Gunter, M. J. (In Preparation; Not Yet Submitted). Professional development: A necessary component in business communication courses?

Frei, S. S., & Gunter, M. J. (In Preparation; Not Yet Submitted). Preparing Students for The Interview: Studying the Effectiveness of Virtual Interview Preparation.

c. Other Works Not in Print:

Posters:

Gunter, M. J. (Presenter), ABC Southwest Regional Conference, "Examining the Effectiveness of a Professional Development Program in a Business Communication Course," Association of Business Communication, Hyatt Regency Hotel, San Antonio, TX, United States. (March 12, 2020).

C. Scholarly / Creative Grants and Contracts:

3. Funded Internal Grants and Contracts:

Gunter, Matari J. (Principal), Percent Contribution: 100%. McCoy Faculty Development Grant, Dean's Office-McCoy College of Business

Administration, Texas State University, \$1,700.00. (Submitted: September 2017, Funded: October 13, 2017 - October 21, 2017). Grant.

D. Scholarly / Creative Fellowships, Awards, Honors:

Award / Honor Recipient: McCoy College Faculty Development Grant, McCoy College of Business Administration.
October 13, 2017

E. Scholarly / Creative Professional Development Activities Attended:

Workshop, "Design Thinking: An Innovative, Creative Approach to Better Writing Assignments," Faculty Focus Workshop Series, San Marcos, United States. (February 7, 2019).

Workshop, "How to Use Video Capture Tool GoReact," McGraw-Hill, Salt Lake City, UT, United States. (November 6, 2018 - November 10, 2018).

Conference Attendance, "How to Teach Business Communication Hybrid/Online," Association for Business Communication, Miami, FL, United States. (October 24, 2018 - October 27, 2018).

Workshop, "Developing Your Research Strategy for Business Communication," Association for Business Communication, Miami, FL, United States. (October 24, 2018 - October 27, 2018).

Workshop, "Using Technology Tools to Enhance Teaching Business Communication," Association of Business Communication, Miami, FL, United States. (October 24, 2018 - October 27, 2018).

Conference Attendance, "Emerging Pedagogical Methods: The Professional Development Program as a Relevant Addition to Business Communication Coursework at Texas State University," National Communication Association, Dallas, TX, United States. (November 16, 2017 - November 19, 2017).

Conference Attendance, "'Shaping and Expanding the Landscape of Business Communication'," Association of Business Communication, Dublin, Ireland. (October 18, 2017 - October 21, 2017).

Conference Attendance, "Adding Professional Development to Today's Business Communication Curriculum to Better Prepare Students for Careers," Association for Business Communication, Dublin, Ireland. (October 18, 2017 - October 21, 2017).

Conference Attendance, "Association for Business Communication Conference," Association for Business Communication Conference, Seattle, WA, United States. (October 27, 2015 - October 30, 2015).

Conference Attendance, "CEPA 2015-Collaborative Educational Partnerships for the Americas," Our Lady of the Lake University, UTSA and Texas A&M San Antonio, San Antonio, TX, United States. (October 22, 2015 - October 24, 2015).

Workshop, "Foundations of Online Course Design and Development," Texas State-VPIT, San Marcos, TX, United States. (May 11, 2015 - May 18, 2015).

IV. SERVICE

A. Institutional

1. University:

Member, Diversity, Equity & Inclusion Task Force-(DEI). (October 16, 2020 - Present).

2. College:

Member, Library Committee. (October 3, 2017 - Present).

Member, Non-Tenure Line Faculty Committee. (October 3, 2017 - Present).

Committee Member, Ethics, Diversity, and Sustainability Committee. (October 2015 - October 2021).

Attendee, Meeting, Business Leadership Week. (February 15, 2016).

3. Department/School:

Committee Member, Ethics, Diversity and Sustainability Committee. (October 20, 2015 - Present).

Member, Search Committee for Tenure Track Business Communication Faculty Member. (May 5, 2017 - October 2017).

B. Professional:

Member, National Communication Association, United States. (February 6, 2017 - Present).

Member, Association for Business Communication. (January 2015 - Present).

Member, Coalition of Black Faculty and Staff, San Marcos, United States. (February 5, 2019 - February 5, 2020).

Member, Texas Association of Black Personnel in Higher Education, San Marcos, United States. (February 5, 2019 - February 5, 2020).

Member, Academy of Management. (May 5, 2017 - August 2018).

Member/Mistress of Ceremonies, Collaborative Educational Programs for the Americas. (October 2014 - August 2017).

C. Community:

Member, PALS Social Club, San Antonio, TX. (October 2015 - Present).

Member, Jack and Jill of America, Inc., San Antonio, TX. (October 2006 - Present).

Member, E.T. Dixon United Methodist Church, San Antonio. (January 2006 - Present).

Member, Delta Sigma Theta, Sorority, Inc., San Antonio, TX. (October 4, 1991 - Present).

Chair, E.T. Dixon United Methodist Church-Chair of Pastor/Parish Public Relations Committee, San Antonio. (January 2012 - 2015).

D. Organization Memberships:

Coalition of Black Faculty and Staff (CBFS). (August 25, 2018 - Present).

Texas Association of Black Personnel in Higher Education (TABPHE). (February 5, 2018 - Present).

National Communication Association (NCA). (February 16, 2017 - Present).

Association for Business Communication (ABC). (January 2015 - Present).

Academy of Management (AOM). (May 5, 2017 - August 2018).

Collaborative Educational Programs for the Americas (CEPA). (October 2014 - August 2017).

Academy of Business Research (ABR). (July 2016 - October 2016).

G. Service Professional Development Activities Attended:

Served on Search Committee for New Tenure-track Business Communication Faculty Member, "Academy of Management," Academy of Management, Atlanta, GA, United States. (August 4, 2017 - August 8, 2017).

Seminar, "USAA Faculty Externship," USAA, San Antonio. (August 2016).

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Col. Jeff Haynes

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MA	1998	University of Redlands	Management	Screening methods and measurements for special duty assignments in USMC
BA	1985	University of Texas at Austin	Geography	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Lecturer, Management	Texas State University	January 16, 2020 - Present
Per Course Lecturer, Management Faculty Member	Texas State University Navy Post Graduate School	September 1, 2018 - January 15, 2020 2009 - 2014
Senior Subject Matter Expert, Leader Development for Education for Sustained Peace (LDESP)	Navy Post Graduate School. Monterey, CA	February 1, 2009 - August 30, 2013

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
President/Owner	Global 21 Strategic Solutions LLC	2010 - Present
President/Owner	No Limit Global Solutions	2016 - 2018
Program Manager and Business Development Manager	Raytheon Company	2012 - 2016
Vice President	Glyum Associates	2009 - 2011
Colonel (upon retirement)	Marine Corps, Active Duty	1985 - 2009

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Recipient: Favorite Faculty Member, Alpha Chi National Honor Society.
November 20, 2020

B. Courses Taught:

Texas State University:

B A 2310 - INTRO BUS GLOB ENV

MGT 3303 - MGT OF ORGANIZATION

MGT 4372 - EFFECTIVE LEADERS

D. Courses Prepared and Curriculum Development:

MGT 4372, Revise Existing Course, Texas State. Taught: January 2020 - July 2020.

BA 2310, Revise Existing Course, Texas State. Taught: April 2020 - Present.

G. Teaching Professional Development Activities Attended

Workshop, "Synchronous Distance Teaching & Learning," Office of Distance and Extended Learning, San Marcos, TX. (August 21, 2020).

Workshop, "Flexing Classroom Technology: MGT Training Session," ITAC, San Marcos, TX. (August 14, 2020).

III. SCHOLARLY/CREATIVE

B. Works Not in Print:

3. Consultancies:

For Profit Organization, Foreign Language Services Simulation, Cherry Hill, NJ, United States. (February 1, 2017 - Present).

IV. SERVICE

D. Organization Memberships:

World Affairs Council (Austin chapter) (WAC). (March 1, 2020 - Present).

US Global Leadership Coalition (USGLC). (May 31, 2018 - Present).

Business Executives for National Security (BENS). (January 1, 2014 - Present).

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Tina M. Hoffman

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MBA	2012	Texas State University	Business Administration	
BA	2001	Hendrix College	Economics and Business	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Per Course Lecturer, Management	Texas State University	August 2013 - Present

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Account Executive	Zoom Video Communications	September 2020 - Present
Business Analyst	Chase Bank	August 2011 - Present
Account Executive	Management, Texas State University	September 2019 - September 2020
Proactive Sales Director	Chase Paymentech	March 2013 - August 2019
Senior Client Associate	Wells Fargo The Private Bank	March 2008 - August 2011
Licensed Financial Specialist	Wachovia Bank	February 2006 - March 2008
Inside Sales Representative	LeapFrog SchoolHouse	January 2004 - October 2005
Sales Assistant	UBS PaineWebber	June 2001 - July 2002

II. TEACHING

B. Courses Taught:

Texas State University:

MGT 4335 - STRATEG MGT & BUS

G. Teaching Professional Development Activities Attended

Seminar, "Online Teaching Certification," Office of Distance Learning, Texas State University. (2020).

III. SCHOLARLY/CREATIVE

B. Works Not in Print:

IV. SERVICE

B. Professional:

Member, Chase Bank Volunteer Leadership Group.

C. Community:

Volunteer, Foundation Communities' Community Tax Center Service.

Volunteer, Habitat for Humanity.

TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Name: Dr. Eric Kirby Title: Professor

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	1996	University of Kentucky	Business Administration	
MBA	1991	Oakland University	Business Administration	
BA	1987	Western Michigan University	History	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Professor	Texas State University-McCoy College of Business Administration	2012 - Present
Associate Professor	Texas State University-McCoy College of Business Administration	2002 - 2012
Assistant Professor	Texas State University-McCoy College of Business Administration	2000 - 2002
Visiting Assistant Professor	Texas State University-McCoy College of Business Administration	1999 - 2000
Assistant Professor	University of Texas- Pan American- College of Business Administration	1998 - 1999
Visiting Assistant Professor	Texas Tech	1996 - 1998

<i>Position</i>	<i>University</i>	<i>Dates</i>
Teaching Assistant	University-College of Business and School of Medicine (joint appointment) University of Kentucky-College of Business and Economics	1993 - 1996
Adjunct Instructor	Kalamazoo Valley Community College – School of Business	1993
Adjunct Instructor	Southwestern Michigan College - School of Business	1993
Research Assistant	Oakland University-School of Business	1990 - 1991
Teaching Assistant	Western Michigan University-College of Business	1986

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Medical Group Practice Consultant	Self Employed	1997 - 1998
Process Re-engineering Consultant	Assigned to Kellogg Company	1992
Contractor	Self Employed	1986 - 1991

E. Other Professional Credentials (licensure, certification, etc.)

Online Teaching Certificate, Texas State University. (2020 - Present).

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Recipient: College of Business Administration Advisory Council
Teaching Excellence Award, Texas State University, 2012-2013.
2013

Award / Honor Recipient: Presidential Award for Excellence in Teaching, McCoy
College Nominee, Texas State University, 2008-2009.
2009

Award / Honor Recipient: Presidential Award for Excellence in Teaching, President's
Office.
2009
2006

Award / Honor Recipient: Presidential Award for Excellence in Teaching, McCoy college
Nominee, Texas State University, 2005-2006.
2006

Award / Honor Recipient: Program for Excellence in Teaching and Learning, invited
participant, Texas State University, 2002-2003.
2003

Award / Honor Recipient: Excellence in Teaching" Award, Runner-up, Texas State
University, Department of Management, 2001-2002.
2002

Award / Honor Recipient: Presidential Award for Excellence in Teaching, McCoy
College Nominee, Texas State University, 2001-2002.
2002

Award / Honor Recipient: College of Business Administration Advisory Council
Teaching Excellence Award, Texas State University, 2000-2001.
2001

Award / Honor Recipient: "Excellence in the Teaching" seminar, Texas Tech University,
College of Business Administration, invited presenter 1997.
1997

B. Courses Taught:

Texas State University:

MGT 4335 - STRATEG MGT & BUS

MGT 4375 - ORG BEH & HUM R

MGT 4385 - MGT THOUGHT

MGT 4390N - MANAGEMENT THOUGHT

MGT 5313 - ADMIN POLICY

MGT 5313 - STRATEGIC MGT

C. Directed Student Learning (i.e. theses, dissertations, exit committees, etc.):

Supervisor / Chair, Honor's Thesis, "Persistence and Presence in Sustainability: The 'Other 2Ps'", Status: In Progress. (2021).
Student(s): Patrick Connors, BBA.

Supervisor / Chair, Honor's Contract for MGT 4375, "An application of organizational behavior to restructuring work organization", Status: Completed. (August 2020 - December 2020).
Student(s): Patrick Connors, BBA.

Supervisor / Chair, Honor's Thesis, "The impact of gender composition on corporate social responsibility", Status: Completed. (2018).
Student(s): Diana Centeno.

Honor's Thesis, "An analysis of the characteristics and business strategies of Marvel Comics", Status: Completed. (2009).
Student(s): David Hanrath.

Member, Master's Thesis Committee Member, "Gender diversity management practices", Status: Completed. (2005). Other (Within Texas State University - San Marcos).
Student(s): Lori Sallop.

Supervisor / Chair, Master's Thesis Committee Chair, "Perceptions of liability by top management teams", Status: Completed. (2002). Other (Within Texas State University - San Marcos).
Student(s): Katherine Mulvany.

Supervisor / Chair, Honor's Thesis, "A strategic analysis of the failures of Netscape", Status: Completed. (2000). Other (Within Texas State University - San Marcos).
Student(s): Bussworaj Gurung.

Member, Dissertation Defense Committee Member, "Comparison of U.S. and Mexican health care system", Status: Completed. (1998). Other (Outside Texas State University - San Marcos).
Student(s): Delina Barrara.

Member, Dissertation Defense Committee Member, "Impact of emotional intelligence on individual task performance", Status: Completed. (1998). Other (Outside Texas State University - San Marcos).
Student(s): Laura Lam.

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

1. Books:

d. Chapters in Books:

Non-refereed:

Kirby, E., & Kennedy, S. D. (1999). The evolution of health care delivery systems (3/24 ed.). St.Louis: Nursing issues in leading and managing change.

2. Articles:

a. Refereed Journal Articles:

Kirby, E., & Kirby, S. (2020). Examining the changing sustainability mindset in practice. *Journal of Strategic Innovation and Sustainability*, 15(4), 128–137.

Kirby, S. L., Kirby, E., & Konopaske, A. R. (2020). The role of mentoring in the prediction of strategic independence. *Journal of Organizational Psychology*, 20(3), 128–137.

Kirby, E. G. (2018). Patient centered care and turnover in hospice care organizations. *Journal of Health and Human Services Administration*, 41(1), 26–51.

Konopaske, R., Kirby, E., & Kirby, S. (2017). Positive Disposition in the Prediction of Strategic Independence Among Millennials. *Administrative Sciences*, 7(4), 1–13. <https://doi.org/10.3390/admsci7040038>

Kirby, E., Konopaske, R., & Kirby, S. (2016). The impact of strategic independence and mentoring on entrepreneurial orientation. *International Review of Entrepreneurship*, 14(2), 1–20.

Kirby, E., & Kirby, S. (2015). Competitiveness and the impact of ethical orientation. *Journal of Strategic Management Education*, 11, 1–18.

Kirby, S., Kirby, E., & Lyon, D. W. (2012). Expectations and Disappointments: Ethical Legitimacy of the U.S. Financial Sector. *Journal of Business Ethics Education*, 9, 343–358.

Kirby, E. (2012). Strategic groups and outcomes in the US hospice care industry. *Journal of Health Organization and Management*, 26(5), 641–654.

Lyon, D. W., Kirby, E., & Kirby, S. (2011). A framework for analyzing the financial crisis: Lessons from “The smartest guys in the room.” *Journal of Strategic Management Education*, 7(1), 5–18.

- Kirby, E., Kirby, S., Bell, J., & Schafer, C. (2010). A study of exploring factors affecting the use of kiasu tactics. *Journal of Behavioral and Applied Management*, (11/3), 249–262.
- Kirby, E., Ross, J., Middlebrook, B., & Keeffe, M. (2010). The Pedagogy of writing case studies: A grounded learning approach. *Journal of Strategic Management Educaiton*, (6/3), 199–212.
- Kirby, E., Keeffe, M., & Nicols, K. (2007). A study of the effects of innovative and efficient practices on the performance of hospice care organizations. *Health Care Management Review*, (32/4), 352–359.
- Kirby, E., & Ross, J. (2007). Kiasu tendency and tactics: A study of their impact on task performance. *Journal of Behavioral and Applied Management*, 8(2), 108–121.
- Kirby, E., Keeffe, M., & Nicols, K. (2007). A Study of the Effects of Innovative and Efficient Practices on the Performance of Hospice Care Organizations. *Health Care Management Review*, 32(4), 352–359.
- Kirby, E. (2006). A comparative analysis of stakeholder power in the Mexican and U.S. health care systems. *Journal of Health & Social Policy*, 22(2), 13–29.
- Kirby, E., & Kirby, S. (2006). Improving task performance: The relationship between morningness and proactive thinking. *Journal of Applied Social Psychology*, 36(11), 2715–2729.
- Kirby, E. (2006). The impact of competition on the importance of conforming to social norms: Strategies for managed care organizations. *Journal of Health Organization and Management*, 20(2), 115–129.
- Kirby, S., Kirby, E., & Lewis, M. A. (2003). Changing the monolith: A qualitative analysis of a university's transition to pluralism, (40/2), 13–20.
- Kirby, E. (2003). Institutional and resource dependence perspectives on Major League Baseball: Inshights and integration. *International Journal of Sports Management*, (4/2), 161–172.
- Kirby, E., Kirby, S., & Lewis, M. A. (2002). A study of effectiveness of training proactive thinking. *Journal of Applied Social Psychology*, (32/7), 1538–1549.
- Lyon, D. W., & Kirby, E. (2000). The career planning essay. *Journal of Management Education*, (24/2), 276–287.
- Davis, M. A., Freeman, J. W., & Kirby, E. (1998). Nursing home performance under case-mix reimbursement: Responding to heavy-care incentives and market changes. *Health Services Research*, (33/4), 815–834.

Kirby, E., & Sebastian, J. G. (1998). The effect of normative social forces on managed care organizations: Implications for strategic management. *Journal of Healthcare Management*, (43/1), 81–95.

Kirby, E. (1997). The impact of social norms and economic requirements on strategic marketing of managed care organizations. *Health Marketing Quarterly*, (14/4), 45–54.

Kirby, E., & Kirby, S. (1996). On the diffusion of international social values: Institutionalization and demographic transition. *Social Science Quarterly*, (77/2), 289–300.

Kirby, S., & Kirby, E. (1996). The company file project. *Journal of Management Education*, (20/1), 135–140.

Kirby, E., Kirby, S., & Lyon, D. W. (1996). The impact of cultural differences between the United States and Mexico: Do birds of a feather flock together?, (3/2), 51–63.

Kirby, E. (1996). The importance of recognizing alternative perspectives: An analysis of a failed project. *International Journal of Project Management*, (14/2), 209–212.

Kirby, E. (1995). An evaluation of the effectiveness of US CAFE policy. *Energy Policy*, (23/2), 107/110.

Kirby, E. (1995). Corporate social policy: Not just ethical, but also effective. *Ethics & Critical Thinking Journal*, (57), 60–67.

3. Conference Proceedings:

a. Refereed Conference Proceedings:

Kirby, E., Keefe, M., & Nicols, K. (2006). A study of the effects of industry trends on hospice care organizations: Insights for the United Kingdom. New Haven, CT: Proceedings of the Conference on Trends in Global Business.

6. Book Reviews:

Kirby, E. (1996). “Readers are Reading” review of Partners for the dance: Forming strategic alliances in health care. (A. D. Kaluzny, H. S. Zuckerman, & T. C. Ricketts, Eds.). Academy of Management Review.

10. Other Works in Print:

Written Case with Instructional Materials:

Ross, J., & Kirby, E. (2007). *A.W.A.R.E., "including "Teaching Note in Strategic Management and Business Policy, (11th ed.)*. (T. Wheelen & D. Hunger, Eds.) (11th ed.). Prentice Hall.

Ross, J., & Kirby, E. (2006). *A.W.A.R.E., "including "Teaching Note in Strategic Management and Business Policy, (11th ed.)*. (T. Wheelen & D. Hunger, Eds.) (10th ed.). Prentice Hall.

Kirby, E., & Ross, J. (2004). *A.W.A.R.E: Always Wanted A Riding Experience (a case study)*. (T. Wheelen & D. Hunger, Eds.) (9th ed.). Prentice Hall.

Kirby, E., & Ross, J. (2002). *A.W.A.R.E: Always Wanted A Riding Experience (a case study)*. (T. Wheelen & D. Hunger, Eds.) (9th ed.). Prentice Hall.

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

Kirby, E., Kirby, S. L., Western Academy of Management, "A time of uncertainty and change: A competition for legitimacy in Renaissance Europe," Virtual. (April 2021).

Kirby, S. L., Kirby, E., Western Academy of Management, "Building an understanding of the sustainability mindset: The assumptions that mislead us," Kona, HI. (March 2020).

Kirby, E. G., Kirby, S. L., International Medieval Congress, "Management and Materialities: Consumption Through the Lens of History," Leeds, England. (July 2019).

Kirby, E., Kirby, S. L., International Medieval Congress, "The Modern Management Self: Lessons from the "Otherness" of the Middle Ages," Leeds, England. (July 4, 2017).

Kirby, E., Kirby, S., Lyon, D. W., Academy of Management Annual Conference, "An examination of medieval trade: Interorganizational relationships and the Hanseatic League," Vancouver, Canada. (August 9, 2015).

Kirby, E. (Presenter & Author), Kirby, S. (Presenter & Author), International Medieval Congress, "The Merchant Adventurers of London and the Hanseatic League: Competition for legitimacy," Leeds, United Kingdom. (July 9, 2015).

Kirby, E. (Presenter & Author), Kirby, S. (Presenter & Author), International Medieval Congress, "Legitimacy enhancement as a motivator behind the Hanseatic League," Leeds, United Kingdom. (July 9, 2014).

Kirby, E., International Congress on Medieval Studies, "The Hanseatic League as an interorganizational relationship: An analysis of key contingencies," Kalamazoo, MI. (May 2013).

- Kirby, S., Lyon, D. W., Kirby, E., Academy of Management Annual Conference, "Understanding where we are: The legitimacy of the U.S. financial sector," Boston, MA. (August 2012).
- Kirby, E., Kirby, S., Academy of Management Annual Conference, "The impact of justice sensitivity and ethical orientation on competitiveness in the US/Mexico border region," Academy of Management, San Antonio, TX. (August 2011).
- Kirby, S., Kirby, E., Western Academy of Management Conference, "Understanding sustainability and the triple-bottom line," Western Academy of Management, Kona, HI. (2010).
- Bradley, T. P., Ungaretti, T., Kirby, E., Trevino-Rodriguez, R. N., Bergman, J. Z., Rhee, K. S., Nasr, K. J., Academy of Management Annual Conference, "Dare to care about your career: Questions, answers and advise," Academy of Management, Montreal, Canada. (August 2010).
- Kirby, E., Bradley, T. P., Ungaretti, T., Trevino-Rodriguez, R. N., Bergman, J. Z., Rhee, K. S., Nasr, K. J., 70th Annual Academy of Management Conference, "Dare to care about your career: Questions, answers and advise," Academy of Management, Montreal, Canada. (August 6, 2010).
- Lyon, D., Kirby, E. (Presenter & Author), Kirby, S. (Presenter & Author), Western Academy of Management Conference, "The Smartest Guys in the Room: Lessons for the recent, or merely the most recent, financial crisis," Western Academy of Management Conference, Midway, UT. (2009).
- Kirby, S., Kirby, E., Sustainability: An interdisciplinary symposium, "The triple bottom line: What exactly do we mean?," Texas State University, San Marcos, TX. (November 6, 2009).
- Kirby, S., Kirby, E., 69th Annual Academy of Management Conference, "Future business leaders' knowledge and expectations regarding the issues surrounding sustainability.," Academy of Management, Chicago, IL. (August 7, 2009).
- Kirby, E., 69th Annual Academy of Management Conference, "Strategic groups and outcomes in the hospice care industry," Academy of Management, Chicago, IL. (August 7, 2009).
- Kirby, S., Kirby, E., Bell, J., Schafer, C., 68th Annual Academy of Management Conference, "Questions asked and assumptions made: GPA, student motivation, and employment opportunities.," Academy of Management, Anaheim, CA. (August 8, 2008).
- Bradley, T. P., Ungaretti, T., Trevino-Rodriguez, R. N., Williams, J. K., Kirby, E., Provitera, M. J., Nasr, K. J., Fox, J. B., Rhee, K. S., 68th Annual Academy of Management Conference, "The questions we ask when the advisor is not looking.," Academy of Management, Anaheim, CA. (August 8, 2008).

- Kirby, S., Kirby, E., Lyon, D., 19th Annual Conference of the International Association for Business and Society, "Scholars united to reach Generation Y: Discussing the social challenges surrounding globalization.," IABS, Tampere, Finland. (June 26, 2008).
- Bradley, T. P., Provitera, M. J., Rhee, K. S., Rahim, E. A., Taylor, V. .. L., Westerman, J., Kirby, E., Nasar, K. J., Ray, R., 67th Annual Academy of Management Conference, "Management education: Getting in, breaking in, and fitting in.," Academy of Management, Philadelphia, PA. (August 3, 2007).
- Kirby, S., Kirby, E., Ross, J., 65th Annual Academy of Management Conference, "Examining organizational 'buy-in:' Weaving the nomological net.," Academy of Management, Honolulu, HI. (August 5, 2005).
- Kirby, E., 65th Annual Academy of Management Conference, "Kiasu tendency and tactics: A study of their impact on academic performance.," Academy of Management, Honolulu, HI. (August 5, 2005).
- Kirby, E., Proceedings of the 2005 Western Academy of Management Conference, "An analysis of stakeholder power in the U.S. and Mexican health care systems," Western Academy of Management, Las Vegas, NV. (March 31, 2005).
- Kirby, E., Kirby, S., 64th Annual Academy of Management Conference, "Argh, I've got an 8:00! Morningness, proactive thinking, and student performance," Academy of Management, New Orleans. (August 6, 2004).
- Kirby, E., Kirby, S., Glasgow (Nicols), K. M., 44th Annual Mountain Plains Management Conference, "Improving student performance: The relationship between morningness and proactive thinking," Mountain Plains Management, Durango, CO. (October 3, 2002).
- Ross, J., Kirby, E., 2000 North American Case Research Association Meeting, "A.W.A.R.E: Always wanted A Riding Experience," North American Case Research Association, San Antonio, TX. (October 14, 2000).
- Richard, O. C., Kirby, S., Kirby, E., 2000 Southwest Academy of Management Conference, "The contingent role of human resource management system effectiveness on firm performance," Southwest Academy of Management, San Antonio, TX. (March 15, 2000).
- Kirby, E., American Sociological Association Conference, "Normative environmental forces, isomorphism, and market competition: A study of the behavior of managed care organizations," American Sociological Association, Chicago, IL. (August 8, 1999).
- Kirby, S., Richard, O. C., Kirby, E., 58th Annual Academy of Management Conference, "Linking gender diversity to organizational performance: The impact of identity-conscious and identity-blind human resource management programs," Academy of Management, San Diego, CA. (August 9, 1998).

- Kirby, E., 57th Annual Academy of Management Conference, "A study of the impact of conformity to normative environmental forces on the performance of managed care organizations," Academy of Management, Boston, MA. (August 10, 1997).
- Savage, G. T., Kirby, E., Cochran, C. E., Friedman, L. H., Purtell, D., 57th Annual Academy of Management Conference, "Health care at the crossroads: Managed care and the two faces of state reforms," Academy of Management, Boston, MA. (August 10, 1997).
- Kirby, E., Davis, M. A., Freeman, J. W., 57th Annual Academy of Management Conference, "The effects of case-mix reimbursement policy on nursing home outcomes: Responding to heavy-care incentives and market changes," Academy of Management, Boston, MA. (August 10, 1997).
- Kirby, E., 40th Annual Midwest Academy of Management Conference, "A strategic plan for coordinating multiple session courses," Midwest Academy of Management, Ann Arbor, MI. (April 4, 1997).
- Lyon, D. W., Kirby, E., 40th Annual Midwest Academy of Management Conference, "The career planning essay," Midwest Academy of Management, Ann Arbor, MI. (April 4, 1997).
- Kirby, E., 23rd Annual Administrative Sciences Association of Canada Conference: International Business Program, "Cultural differences in motivational orientation," Administrative Sciences Association, Windsor, Canada. (June 3, 1995).
- Kirby, E., Marketing and Public Policy Annual Conference, "Is CAFE the way?," Marketing and Public Policy, Atlanta, GA. (May 19, 1995).
- Kirby, S., Kirby, E., 38th Annual Midwestern Academy of Management Conference, "The company file project: Theory and Practice," Midwestern Academy of Management, St. Louis. (March 31, 1995).
- Kirby, E., Mayer, D., American Business Law Association Annual Meeting, "U.S. regulation of the auto industry: Public policy issues for labor, energy, and the environment," American Business Law Association, Portland, ME. (August 15, 1991).

2. Invited Talks, Lectures, and Presentations:

- Bradley, T. P., Provitera, M. J., Ungaretti, T., Kirby, E., Williams, J. K., Trevino-Rodriguez, R. N., Rhee, K. S., Powell, B. C., 69th Annual Academy of Management Conference, "The green professor: Questions and answers," Academy of Management, Chicago, IL. (August 7, 2009).

C. Scholarly / Creative Grants and Contracts:

3. Funded Internal Grants and Contracts:

- Kirby, Eric. Faculty Developmental Leave, Spring 2010, Texas State University, Texas State University. (Funded: January 2010 - Present). Grant.
- Kirby, Eric. Faculty Research Grant, 2007, Texas State University, Texas State University, \$2,000.00. (Funded: 2007). Grant.
- Kirby, Eric. Faculty Research Grant, 2005, Texas State University, Texas State University, \$500.00. (Funded: 2005). Grant.
- Kirby, Eric. Faculty research Grant, 2002, Texas State University, Texas State University, \$750.00. (Funded: 2002). Grant.
- Kirby, Eric. Faculty Research Grant, 2001, Texas State University, Texas State University, \$500.00. (Funded: 2001). Grant.
- Kirby, Eric. Library Research Grant, 2001, Texas State University, Texas State University, \$135.00. (Funded: 2001). Grant.
- Kirby, Eric. Faculty Research Support Grant, 2000, Texas State University, Texas State University, \$2,000.00. (Funded: 2000). Grant.
- Kirby, Eric. Faculty Development Grant, 1999, University of Texas - Pan American, Private / Foundation / Corporate, \$1,200.00. (Funded: 1999). Grant.
- Kirby, Eric. Faculty Research Support Grant, 1999, Texas State University, Texas State University, \$1,000.00. (Funded: 1999). Grant.
- Kirby, Eric. Physician Education Research Support, 1999, University of Texas - Pan American, Private / Foundation / Corporate, \$150.00. (Funded: 1999). Grant.
- Kirby, Eric. Research Advisory Board Large Competitive Grant, 1996-1997, Texas Tech University, Private / Foundation / Corporate, \$2,020.00. (Funded: 1997). Grant.
- Kirby, Eric. Teaching and Research Assistantship, 1993-1996, University of Kentucky, Private / Foundation / Corporate, \$45,000.00. (Funded: May 1996). Grant.
- Kirby, Eric. Doctoral Student Research Grant, 1995, University of Kentucky, Private / Foundation / Corporate, \$350.00. (Funded: 1995). Grant.
- Kirby, Eric. Research Assistantship, 1990-1991, Oakland University, Private / Foundation / Corporate, \$8,100.00. (Funded: May 1991). Grant.
- Kirby, Eric. Teaching Assistantship, 1986, Western Michigan University, Private / Foundation / Corporate, \$2,200.00. (Funded: May 1986). Grant.

D. Scholarly / Creative Fellowships, Awards, Honors:

Award / Honor Recipient: Global Forum Best Symposium, Academy of Management
MED Division.

2011

Award / Honor Recipient: Presidential Award for Excellence in Scholarly Activities,
McCoy College Nominee, Texas State University, 2006-2007.

2007

Award / Honor Recipient: Presidential Award for Excellence in Scholarly Activities,
President's Office.

2007

Award / Honor Recipient: "Excellence in Research" Award, Runner-up, Texas State
University, Department of Management, 2001-2002.

2001

Award / Honor Recipient: "Excellence in Research" Award, Texas State University,
2000-2001.

2001

Award / Honor Recipient: Presidential Award for excellence in Scholarly Activities,
Texas State University, 2000-2001.

2001

Award / Honor Recipient: Academy of Management Health Care Administration
Consortium, invited participant, Academy of Management Health Care Administration.

1995

IV. SERVICE

A. Institutional

1. University:

Committee Member, Graduate Faculty. (1999 - Present).

Committee Member, University Curriculum Committee. (2007 - 2018).

Committee Member, University Library Committee. (2013 - 2015).

Committee Member, Academic Program Review Team for College of Health
Professions. (2014).

Committee Member, University Curriculum Committee. (2007 - 2013).

Committee Member, University Energy Conservation Committee. (2008 - 2010).

Volunteer, "Pack it up and pass it on". (2009).

2. College:

Committee Member, College Review Group. (2012 - Present).

Coordinator, Strategic Management Core Course. (2003 - Present).

Committee Member, Core Course Coordinator Committee. (2003 - 2017).

Committee Chair, McCoy College of Business Curriculum Committee. (August 2016 - May 2017).

Committee Member, McCoy College of Business Curriculum Committee. (2006 - 2016).

Committee Member, Research Enhancement Taskforce. (2013 - 2014).

Committee Member, Beta Gamma Sigma Scholarship Selection Committee. (2008 - 2012).

Committee Member, McCoy College of Business Curriculum Committee. (2006 - 2012).

Committee Member, Research Enhancement Program Grant Selection Committee. (2005 - 2006).

Committee Member, Department of Management Chair Search Committee. (2003 - 2005).

Committee Member, Mission of the College Committee. (2001 - 2004).

Committee Member, College Diversity Committee. (2001 - 2003).

Committee Member, College "Research Culture" Committee. (2000 - 2001).

Faculty Advisor, Faculty Advisor for Alpha Kappa Psi Business Fraternity. (1999 - 2000).

3. Department/School:

Committee Chair, Department of Management Journal Ranking. (2011 - Present).

Committee Member, Department of Management Personnel Committee. (2002 - Present).

Committee Chair, Strategic Management Faculty Search Committee. (2015 - 2016).

Committee Chair, Strategic Management Faculty Search Committee. (2013 - 2014).

Committee Chair, Department of Management Curriculum Committee. (2006 - 2013).

Committee Member, Department of Management Journal Ranking. (2008 - 2010).

Committee Member, Endowed Chair in Ethics Search Committee. (2007 - 2008).

Department Representative, University Library. (2000 - 2008).

Coordinator, Department of Management Journal Ranking. (2006 - 2007).

Faculty Mentor, Faculty Mentor Program. (2005 - 2007).

Committee Member, Departmental Budget Committee. (2002 - 2005).

Committee Member, Departmental Scholarship Committee. (1999 - 2004).

Committee Member, Strategic Planning Steering Committee. (2001 - 2003).

Committee Chair, Departmental Mission Committee. (2000 - 2003).

Organizer, Department "Research Cabinet". (2000 - 2003).

Committee Member, External Screening Committee. (2000 - 2001).

B. Professional:

Conference-Related, Academy of Management Conference Session Chair.

Reviewer, Ad Hoc Reviewer, Journal of Sport Management. (2011 - Present).

Reviewer, Ad Hoc Reviewer, Medical Care. (2011 - Present).

Reviewer, Ad Hoc Reviewer, Decision Sciences Journal of Innovative Education. (2009 - Present).

Reviewer, Journal Article, British Journal of Management. (2007 - Present).

Reviewer, Conference Paper, Western Academy of Management Annual Conference. (2004 - Present).

Reviewer, Ad Hoc Reviewer, Advance in Health Care Management. (1999 - Present).

Reviewer, Ad Hoc Reviewer, Health Care Management Review. (1999 - Present).

Reviewer, Ad Hoc Reviewer, Social Science Quarterly. (1996 - Present).

Reviewer, Ad Hoc Reviewer, Academy of Management Annual Conference. (1995 - Present).

Reviewer, Ad Hoc Reviewer, Academy of Management Review. (1995 - Present).

Reviewer, Ad Hoc Reviewer, Journal of Healthcare Management. (1995 - Present).

Reviewer, Textbook, Managing Strategy. (2006).

Reviewer, Textbook, Strategic Management and Competitive Advantage. (2006).

Reviewer, Ad Hoc Reviewer, International Academy of Business Annual Conference. (1999 - 2001).

Reviewer, Ad Hoc Reviewer, Southern Management Association Annual Conference. (1995 - 2000).

Reviewer, Ad Hoc Reviewer, Midwest Academy of Management Annual Conference. (1995 - 1997).

D. Organization Memberships:

Academy of Management.

E. Service Honors and Awards:

Award / Honor Recipient: Phi Alpha Theta International History Honor Society, inducted 1986, Phi Alpha Theta International History Honor Society.
1986

Award / Honor Recipient: State of Michigan Merit Scholarship, State of Michigan.
1983

TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Name: Dr. Susan L. Kirby

Title: Professor

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	1996	University of Kentucky	Business Administration	
MBA	1991	Arizona State University	Business Administration	
BS	1988	Arizona State University	Economics	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Associate Professor	Texas State University	2002 - Present
Assistant Professor	Texas State University	1999 - 2002
Assistant Professor	The University of Texas - Pan American	1998 - 1999
Visiting Assistant Professor	Texas Tech University	1996 - 1998
Teaching Assistant	University of Kentucky	1993 - 1996
Instructor	Glendale Community College	1991 - 1993
Instructor	Arizona State University	1989 - 1991
Researcher	Arizona State University	1989 - 1991
Teaching Assistant	Arizona State University	1989
Researcher	Arizona State University	1988

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Medical Group Practice	Self-Employed	1997 - 1999

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Consultant Legislative Research Staff	State of Arizona	1988

II. TEACHING

B. Courses Taught:

Texas State University:

MGT 4371 - BUS GOVT & SOCIETY

MGT 4371 - SOC RESP OF BUS

MGT 4371 - SOCIAL ISSUES MGT

MGT 4375 - ORG BEH & HUM R

MGT 4399 - IND STUDY IN MGMT

MGT 5312 - SEMINAR IN MGT

MGT 5399B - THESIS

MKT 4397 - DIRECTED STUDY MKT

C. Directed Student Learning (i.e. theses, dissertations, exit committees, etc.):

Status: Completed.

Student(s):

Supervisor / Chair, Honor's Thesis, "Self-Control Strategies and Proactivity", Status: Completed. (January 17, 2017 - May 1, 2017). Management.

Student(s): Andrew Hill.

Doctoral Dissertation Outside Reader, "Work Ethic and Workplace Behavior: Essays on Direct and Moderated Relationships Across National Cultures", Status: Completed. (2011).

Student(s): Hao Chen.

Supervisor / Chair, Master's Thesis Committee Chair, "Gender Diversity Management Practices", Status: Completed. (2005).

Student(s): Lori Sallop.

Supervisor / Chair, Master's Thesis Committee Chair, "Gender Diversity Management Practices", Status: Completed. (2005).

Student(s): Lori Sallop.

Supervisor / Chair, Master's Thesis Committee Chair, "Gender Diversity Management Practices", Status: Completed. (2005).

Student(s): Lori Sallop.

Supervisor / Chair, Master's Thesis Committee Chair, "The History of Asbestos Litigation in the U.S.", Status: Completed. (2003).

Student(s): Rick Bell.

Supervisor / Chair, Dissertation Committee Chair, "The Role of Trust in Cross-Cultural Negotiations", Status: Completed. (1999). Other (Outside Texas State University - San Marcos).

Student(s): Mohammed Elahee.

Supervisor / Chair, Dissertation Committee Chair, "The Influence of Employee Expectations and Organizational Characteristics On The Risk of Voluntary Turnover", Status: Completed. (1998).

Student(s): Donna Fletcher.

Supervisor / Chair, Dissertation Committee Chair, "Emotional Intelligence and Individual Task Performance", Status: Completed. (1998).

Student(s): Laura Lam.

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

2. Articles:

a. Refereed Journal Articles:

Kirby, E., & Kirby, S. (2020). Examining the changing sustainability mindset in practice. *Journal of Strategic Innovation and Sustainability*, 15(4), 128–137.

Kirby, S. L., Kirby, E., & Konopaske, A. R. (2020). The role of mentoring in the prediction of strategic independence. *Journal of Organizational Psychology*, 20(3), 128–137.

Konopaske, R., Kirby, E., & Kirby, S. (2017). Positive Disposition in the Prediction of Strategic Independence Among Millennials. *Administrative Sciences*, 7(4), 1–13. <https://doi.org/10.3390/admsci7040038>

Kirby, E., Konopaske, R., & Kirby, S. (2016). The impact of strategic independence and mentoring on entrepreneurial orientation. *International Review of Entrepreneurship*, 14(2), 1–20.

Kirby, E., & Kirby, S. (2015). Competitiveness and the impact of ethical orientation. *Journal of Strategic Management Education*, 11, 1–18.

- Richard, O. C., Kirby, S., & Ken, C. (2013). The impact of racial and gender diversity in management on financial performance: How participative strategy making features can unleash a diversity advantage. *The International Journal of Human Resource Management*, 24(13), 2571–2582.
- Kirby, S., Kirby, E., & Lyon, D. W. (2012). Expectations and Disappointments: Ethical Legitimacy of the U.S. Financial Sector. *Journal of Business Ethics Education*, 9, 343–358.
- Kirby, S. (2012). Implementing the Principles of Responsible Management Education: Examining Understandings of Economic, Social, and Environmental Sustainability. *Journal of Strategic Management Education*, 8(1).
- Lyon, D. W., Kirby, E., & Kirby, S. (2011). A framework for analyzing the financial crisis: Lessons from “The smartest guys in the room.” *Journal of Strategic Management Education*, 7(1), 5–18.
- Kirby, E., Kirby, S., Bell, J., & Schafer, C. (2010). A study of exploring factors affecting the use of kiasu tactics. *Journal of Behavioral and Applied Management*, (11/3), 249–262.
- Davis, M. A., Kirby, S., & Curtis, M. (2007). The Influence of Affect on Goal Choice and Task Performance. *Journal of Applied Social Psychology*, 37(1), 14–42.
- Sallop, L. J., & Kirby, S. (2007). The Role of Gender and Work Experience on Career and Work Force Diversity Expectations. *Journal of Behavioral and Applied Management*, 8(2), 122–140.
- Kirby, S. (2006). American Gay and Lesbian Student Leaders’ Perceptions of Job Discrimination. *Equal Opportunities International*, 25(2), 126–140.
- Beatty, J., & Kirby, S. (2006). Beyond the Legal Environment: How Stigma Influences Invisible Identity Groups in the Workplace. *Employee Responsibilities and Rights Journal*, 18(1), 29–44.
- Kirby, E., & Kirby, S. (2006). Improving task performance: The relationship between morningness and proactive thinking. *Journal of Applied Social Psychology*, 36(11), 2715–2729.
- Kirby, S., Kirby, E., & Lewis, M. A. (2003). Changing the monolith: A qualitative analysis of a university’s transition to pluralism, (40/2), 13–20.
- Kirby, E., Kirby, S., & Lewis, M. A. (2002). A study of effectiveness of training proactive thinking. *Journal of Applied Social Psychology*, (32/7), 1538–1549.

- Lam, L. T., & Kirby, S. (2002). Does emotional intelligence give you an edge? An exploration of the impact of EQ and IQ on individual performance. *The Journal of Social Psychology, 142*(1), 133–143.
- Kirby, S., & Richard, O. C. (2000). The impact of marketing work-place diversity on employee job involvement and organizational commitment. *The Journal of Social Psychology, 140*(3), 367–377.
- Kirby, S., & Richard, O. C. (1999). Organizational justice and the justification of work force diversity programs. *Journal of Business and Psychology, 14*(1), 109–118.
- Kirby, S., & Davis, M. A. (1998). A study of escalating commitment in principal-agent relationships: Effects of monitoring and personal responsibility. *Journal of Applied Psychology, 83*(2), 206–216.
- Tepper, B. J., Eisenbach, R. J., Kirby, S., & Potter, P. W. (1998). Relationships between managers' influence tactics and subordinates' responses: A justice-based analysis. *Group and Organizational Management, 23*(2), 144–160.
- Kirby, S., & Richard, O. C. (1998). Women recruits' perceptions of workforce diversity selection decisions: A procedural justice examination. *Journal of Applied Social Psychology, 27*(2), 187–192.
- Kirby, S., & Richard, O. C. (1997). African-Americans' reactions to diversity programs: Does procedural justice matter? *Journal of Black Psychology, 23*(4), 388–397.
- Kirby, S., & Richard, O. C. (1997). Attitudes of white American male students toward work force diversity programs. *Journal of Social Psychology, 137*(6), 784–786.
- Kirby, S., Krefting, L. A., & Krzystofiak, F. (1997). Managing diversity as a proxy for requisite variety: Risks in identity-conscious inclusion and pressures to conform. *Journal of Management Inquiry, 6*(4), 376–389.
- Kirby, S., & Richard, O. C. (1996). An investigation of workforce diversity programs: A multiple perspective approach. *Equal Opportunities International, 15*(6), 17–27.
- Kirby, E., & Kirby, S. (1996). On the diffusion of international social values: Institutionalization and demographic transition. *Social Science Quarterly, 77*(2), 289–300.
- Kirby, S., & Kirby, E. (1996). The company file project. *Journal of Management Education, 20*(1), 135–140.

Kirby, E., Kirby, S., & Lyon, D. W. (1996). The impact of cultural differences between the United States and Mexico: Do birds of a feather flock together?, (3/2), 51–63.

3. Conference Proceedings:

a. Refereed Conference Proceedings:

Kirby, S., & Sallop, L. J. (2006). Recruiting American Business Students: The Role of Gender on Expectations of Career Characteristics and Work Force Diversity. New Haven, Connecticut: Proceedings of the Conference on Trends in Global Business.

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

Kirby, E., Kirby, S. L., Western Academy of Management, "A time of uncertainty and change: A competition for legitimacy in Renaissance Europe," Virtual. (April 2021).

Kirby, S. L., Kirby, E., Western Academy of Management, "Building an understanding of the sustainability mindset: The assumptions that mislead us," Kona, HI. (March 2020).

Kirby, E. G., Kirby, S. L., International Medieval Congress, "Management and Materialities: Consumption Through the Lens of History," Leeds, England. (July 2019).

Kirby, E., Kirby, S. L., International Medieval Congress, "The Modern Management Self: Lessons from the "Otherness" of the Middle Ages," Leeds, England. (July 4, 2017).

Kirby, E., Kirby, S., Lyon, D. W., Academy of Management Annual Conference, "An examination of medieval trade: Interorganizational relationships and the Hanseatic League," Vancouver, Canada. (August 9, 2015).

Kirby, E. (Presenter & Author), Kirby, S. (Presenter & Author), International Medieval Congress, "The Merchant Adventurers of London and the Hanseatic League: Competition for legitimacy," Leeds, United Kingdom. (July 9, 2015).

Kirby, E. (Presenter & Author), Kirby, S. (Presenter & Author), International Medieval Congress, "Legitimacy enhancement as a motivator behind the Hanseatic League," Leeds, United Kingdom. (July 9, 2014).

Kirby, S., Lyon, D. W., Kirby, E., Academy of Management Annual Conference, "Understanding where we are: The legitimacy of the U.S. financial sector," Boston, MA. (August 2012).

- Kirby, E., Kirby, S., Academy of Management Annual Conference, "The impact of justice sensitivity and ethical orientation on competitiveness in the US/Mexico border region," Academy of Management, San Antonio, TX. (August 2011).
- Kirby, S., Kirby, E., Western Academy of Management Conference, "Understanding sustainability and the triple-bottom line," Western Academy of Management, Kona, HI. (2010).
- Lyon, D., Kirby, E. (Presenter & Author), Kirby, S. (Presenter & Author), Western Academy of Management Conference, "The Smartest Guys in the Room: Lessons for the recent, or merely the most recent, financial crisis," Western Academy of Management Conference, Midway, UT. (2009).
- Kirby, S., Kirby, E., Sustainability: An interdisciplinary symposium, "The triple bottom line: What exactly do we mean?," Texas State University, San Marcos, TX. (November 6, 2009).
- Kirby, S., Kirby, E., 69th Annual Academy of Management Conference, "Future business leaders' knowledge and expectations regarding the issues surrounding sustainability.," Academy of Management, Chicago, IL. (August 7, 2009).
- Kirby, S., Kirby, E., Bell, J., Schafer, C., 68th Annual Academy of Management Conference, "Questions asked and assumptions made: GPA, student motivation, and employment opportunities.," Academy of Management, Anaheim, CA. (August 8, 2008).
- Kirby, S., Kirby, E., Lyon, D., 19th Annual Conference of the International Association for Business and Society, "Scholars united to reach Generation Y: Discussing the social challenges surrounding globalization.," IABS, Tampere, Finland. (June 26, 2008).
- Kirby, S. (Presenter & Author), Sallop, L., Conference on Trends in Global Business, "Recruiting American Business Students: the Role of Gender on Expectations of Career Characteristics and Work Force Diversity," New Haven, CT. (2006).
- Kirby, S., Richard, O. C., International Race, Ethnicity, and Place (REP) Conference, "The Impact of Race and Gender Composition on Dyadic Mentoring Relationships.," Texas State University, San Marcos, TX. (2006).
- Kirby, S., Kirby, E., Ross, J., 65th Annual Academy of Management Conference, "Examining organizational 'buy-in:' Weaving the nomological net.," Academy of Management, Honolulu, HI. (August 5, 2005).
- Kirby, E., Kirby, S., 64th Annual Academy of Management Conference, "Argh, I've got an 8:00! Morningness, proactive thinking, and student performance," Academy of Management, New Orleans. (August 6, 2004).
- Kirby, E., Kirby, S., Glasgow (Nicols), K. M., 44th Annual Mountain Plains Management Conference, "Improving student performance: The relationship between

morningness and proactive thinking," Mountain Plains Management, Durango, CO. (October 3, 2002).

Richard, O. C., Kirby, S., Kirby, E., 2000 Southwest Academy of Management Conference, "The contingent role of human resource management system effectiveness on firm performance," Southwest Academy of Management, San Antonio, TX. (March 15, 2000).

Kirby, S., Richard, O. C., Kirby, E., 58th Annual Academy of Management Conference, "Linking gender diversity to organizational performance: The impact of identity-conscious and identity-blind human resource management programs," Academy of Management, San Diego, CA. (August 9, 1998).

Kirby, S., Kirby, E., 38th Annual Midwestern Academy of Management Conference, "The company file project: Theory and Practice," Midwestern Academy of Management, St. Louis. (March 31, 1995).

2. Invited Talks, Lectures, and Presentations:

Ragins, B. R., James, E., Ophir, R., Kirby, S., 69th Annual Academy of Management Conference, "GDO Town Hall Meeting: AoM Coalition on Faculty Diversity - Progress Report and Future Planning," Academy of Management, Chicago, IL. (2009).

Ragins, B. R., James, E., Ophir, R., Kirby, S., 68th Annual Academy of Management Conference, "GDO Town Hall Meeting: AoM Coalition on Faculty Diversity - Progress Report and Future Planning," Academy of Management, Chicago, IL. (2008).

Ophir, R., Ragins, B. R., Kirby, S., James, E., 67th Annual Academy of Management Conference, "GDO Town Hall Meeting: AoM Coalition on Faculty Diversity - Progress Report and Future Planning," Academy of Management, Chicago, IL. (2007).

Kirby, S., Ragins, B. R., James, E., 66th Annual Academy of Management Conference, "GDO Town Hall Meeting: AoM Coalition on Faculty Diversity - Progress Report and Future Planning," Academy of Management, Chicago, IL. (2006).

Kirby, S., Clair, J. A., Beatty, J. E., 65th Annual Academy of Management meeting, "The future of diversity research: Applying ourselves to new challenges for the 21st century," Honolulu, HI. (2005).

5. Other Works not in Print:

a. Works "submitted" or "under review":

Journal Articles:

Kirby, S. (Submitted / Under Review). Privileging Profits and Protesting Wall Street: Eroding Legitimacy in the U. S. Financial Sector. *The International Review of Entrepreneurship*.

C. Scholarly / Creative Grants and Contracts:

D. Scholarly / Creative Fellowships, Awards, Honors:

Award / Honor Recipient: Presidential Award for Excellence in Scholarly Activities, President's Office.
2006

IV. SERVICE

A. Institutional

1. University:

Committee Member, MSIS-Sustainability Degree Development Committee. (2009 - Present).

Participant, ALLY. (2001 - Present).

Participant, Career Services Faculty Contacts Program. (2001 - Present).

Committee Member, University Lesbian-Gay-Bisexual-Transgender-Questioning Board. (2006 - 2008).

2. College:

Committee Member, Assurances of Learning. (August 1, 2016 - May 31, 2019).

Committee Member, McCoy College of Business Curriculum Committee. (2012 - 2015).

Committee Chair, McCoy College of Business Curriculum Committee. (August 2013 - December 2013).

Committee Chair, Impact of Research Task Force. (September 2010 - May 2011).

Committee Member, McCoy College of Business Promotion & Tenure Task Force. (2009 - 2010).

Committee Member, McCoy College of Business Ethics, Diversity, and Sustainability Committee. (2006 - 2010).

Representative, PRME 1st Global Conference. (2008).

Committee Chair, McCoy College of Business Ethics, Diversity, and Sustainability Committee. (January 2008 - May 2008).

3. Department/School:

Faculty Mentor for Brian Miller.

Faculty Mentor for Kay Nicols.

Faculty Mentor for Yvonne Eixmann.

Committee Chair, Curriculum Committee. (2013 - Present).

MGT 4375 (Organizational Behavior) Course Coordinator. (2003 - Present).

Evaluator. (2020).

Committee Chair, Faculty Search Committee. (2007 - 2008).

Committee Chair, Search Committee for Organizational Behavior Faculty. (2007 - 2008).

Committee Member, Search Committee for Human Resource Faculty. (2004 - 2005).

Responsible for Maintenance of Department Media Board. (2000 - 2003).

Committee Member, Internal APR Screening Committee. (2000 - 2003).

Committee Member, Academic Program Review Taskforce. (2001 - 2002).

Committee Member, Search Committee for Human Resource Faculty. (2001 - 2002).

Committee Member, Curriculum Committee. (2000 - 2001).

Committee Member, Search Committee for Communications Faculty. (1999 - 2000).

B. Professional:

Chairperson, Academy of Management Diversity in Business School Faculty Initiative, Honolulu. (2005 - Present).

Reviewer, Ad Hoc Reviewer, Gender, Work and Organization. (2002 - Present).

Reviewer, Ad Hoc Reviewer, Academy of Management Journal. (2000 - Present).

Reviewer, Ad Hoc Reviewer, The Journal of Applied Psychology. (1997 - Present).

Reviewer, Ad Hoc Reviewer, The Journal of Black Psychology. (1997 - Present).

Reviewer, Ad Hoc Reviewer, The Academy of Management National Conference. (1996 - Present).

Reviewer, Ad Hoc Reviewer, The Journal of Business Research. (1996 - Present).

Committee Member, Academy of Management Gender & Diversity in Organizations Division Executive Committee. (2007 - 2010).

Co-Chair, Academy of Management Gender & Diversity in Organizations Division Doctoral Consortium. (2008 - 2009).

External Promotion and Tenure Reviewer, East Carolina University. (2008).

External Promotion and Tenure Reviewer, St. Louis University. (2008).

C. Community:

Deputy Voter Registrar, Hays County, San Marcos, TX. (2004 - Present).

Team Leader, American Heart Walk, American Heart Association. (2004 - 2008).

D. Organization Memberships:

Academy of Management. (1994 - Present).

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Dr. Rob Konopaske

Title: Associate Professor

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	2001	University of Houston	Business Administration	
MIBS	1994	Univ of South Carolina Columbia	International Business	
BA	1986	Rutgers State Univ of NJ Central	Spanish	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Director, Institute for Global Business - Department of Management	Texas State University	September 1, 2017 - Present
Associate Professor-Department of Management	Texas State University	2008 - Present
Assistant Professor – Dept. of Management & Intl. Bus.	Florida Atlantic University	2004 - 2008
Assistant Professor – Dept of Management	University of North Carolina – Wilmington	2001 - 2004
Visiting Assistant Professor – Department of Management	University of Houston	2000 - 2001

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
International Manager	Avery Dennison	June 1994 - September 1995
Graduate Intern	Johnson & Johnson (Janssen) Mexico	June 1993 - January 1994
Cross-cultural Trainer	ITAP International	May 1989 - May 1992
Divisional Fund Raising Director	United Way	November 1987 - May 1992

E. Other Professional Credentials (licensure, certification, etc.)

Quality Matters - Designing Your Online Course, Quality Matters. (January 16, 2019 - Present).

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Recipient: Favorite Professor for Fall 2018, Alpha Chi National College Honor Society.
November 9, 2018

Award / Honor Recipient: President's Reception for Faculty Authors, President Denise Trauth & Office of Special Projects.
October 6, 2018

Award / Honor Recipient: Hooded Jessica St. John and Sierra Fallin at McCoy College Graduate Hooding Ceremony.
May 2018

Award / Honor Recipient: Graduating Student Recognition of Campus Support, Office of Student Affairs.
January 2018
May 2014
November 2013
August 2012
May 2012
2011
August 3, 2010
August 9, 2009

Award / Honor Recipient: Hooded Katlin Black (MSHRM student) at McCoy College Graduate Hooding Ceremony.
May 2017

Award / Honor Recipient: Nominated for Presidential Award for Excellence in Teaching.
February 17, 2016

Award / Honor Recipient: Alpha Chi Favorite Professors for 2015 nomination, Alpha Chi National Collegiate Honor Society.
April 24, 2015

Award / Honor Recipient: Invited Honoree: "2014 Gregg Master Teacher Symposium: Talking about Teaching", McCoy College of Business.
October 24, 2014

Award / Honor Recipient: President's Reception for Faculty Authors, President's Office.
October 3, 2012

Award / Honor Recipient: Transfer Student Appreciation of Campus Support, Office of Student Affairs.
2011
August 3, 2010

Award / Honor Recipient: Presidential Distinction Award for Excellence in Teaching, President's Office.
2010

Award / Honor Recipient: Graduating Student Recognition of Campus Support, Office of Student Affairs.
December 10, 2010

B. Courses Taught:

Texas State University:

B A 5351 - ORG PERF & COMP AD

MGT 3303 - MGT OF ORGANIZATION

MGT 4390G - CROSS CULTURAL HR

MGT 4399 - IND STUDY IN MGMT

MGT 5312 - SEMINAR IN MGT

MGT 5318 - CROSS CULTURAL MGT

MGT 5333 - PROB IN BUS ADMIN

MGT 5339 - INTL HRM

C. Directed Student Learning (i.e. theses, dissertations, exit committees, etc.):

Faculty Advisor, Independent Study, "A Cross-cultural Analysis of Management Practices in Estonia and Finland", Status: Completed. (May 2, 2019 - July 28, 2019).
Management, Texas State.

Student(s): Jessica Ramos-Karmaker, Graduate, MBA.
Michael Berding, Graduate, MBA.

Supervisor / Chair, Independent Study, "How Millennials and Gen Z Will Change the Future of Work", Status: Completed. (January 25, 2018 - May 5, 2018). Honors College, Texas State University.

Student(s): Carlos Weeber, Undergraduate, BS.

Supervisor / Chair, Independent Study, "A Multi-Country Comparison of Workplace Diversity", Status: Completed. (August 30, 2017 - December 5, 2017). Honors College, Texas State University.
Student(s): Kindra Idunoba, Undergraduate, B.S.

Directed Individual/Independent Study, "To What Degree Does Cross-Cultural and Survival Language Training Increase Cultural Intelligence in Short-term Study Abroad Participants?", Status: Completed. (January 2016 - May 2016). Management.
Student(s): Silvia Clark.

Supervisor / Chair, Independent Study, "Human Resources Management", Status: Completed. (August 2014 - December 2014). Management.
Student(s): David Cosner.

Directed Individual/Independent Study, Status: Completed. (January 2014 - May 2014). Management.
Student(s): Juelaine Desjardin.

Directed Individual/Independent Study, "Strategically build and empower high performing work teams that contribute to customer satisfaction and organizational success", Status: Completed. (August 2013 - December 2013). Management.
Student(s): Justin McKenzie.

Undergraduate Honors Thesis, "Organizational Behavior and Human Resource Management Practices: A Comparison Between the United States and Brazil Based on Hofstede's Cultural Framework", Status: Completed. (January 2013 - November 2013). Other (Within Texas State University - San Marcos).
Student(s): Silvia Clark.

Member, Dissertation Committee Member, "The Effects of Lifestyle Change on Managerial Repatriation Attitudes and Behaviors", Status: Completed. (2005 - 2007). Management.
Student(s): Stephanie Thomason.

D. Courses Prepared and Curriculum Development:

MGT 5339 IHRM - Hybrid, Curriculum Development: January 2020 - May 2020.

MGT 3303 Principles of Management, Curriculum Development, Texas State University.
Taught: August 2020 - December 2020.

F. Other:

Co-advisor for Chile-Peru Study Abroad Program (for graduate students of the McCoy College of Business). (May 15, 2017 - August 31, 2017).

Administered "Interviewer Simulation Training" workshop to help members of SHRM student chapter and other McCoy students develop marketable skills and hone their

knowledge of interviewing, a core HR activity. Interviews were recorded and DVDs (and feedback) were provided to students. (September 1, 2012 - December 31, 2012).

Informally mentored several MGT 3303 students and members of SHRM student chapter. (September 1, 2012 - December 31, 2012).

Presented "How to Study" tips and timeline to MGT3303 students. (September 1, 2012 - December 31, 2012).

Provided all course materials and teaching tips to Brittany Bowden, new instructor of MGT 3303 (started in spring 2013). (September 1, 2012 - December 31, 2012).

Provided all MGT 3303 materials and suggestions for internationalizing the course to Dr. Yvonne Eixmann. She is teaching the diversity-oriented version of MGT 3303 in the spring 2013. (September 1, 2012 - December 31, 2012).

Informally mentored several MGT 3303 students and members of SHRM student chapter. (January 15, 2012 - April 30, 2012).

Presented "How to Study" tips and timeline to MGT3303 students. (January 15, 2012 - April 30, 2012).

Presented at the Leadership Institute Annual Conference. Topic: "Building Effective Teams." Feb. 18, 2012. (January 15, 2012 - April 30, 2012).

Presented in Dr. Jack Mogab's Comparative Economic Systems class on February 22, 2012. (January 15, 2012 - April 30, 2012).

Developed and administered new "Interviewer Simulation Training" workshop to help members of SHRM student chapter develop marketable skills and hone their knowledge of interviewing, a core HR activity. Interviews were recorded and DVDs (and feedback) were provided to students. (September 1, 2011 - December 31, 2011).

Informally mentored several MGT 3303 students and members of SHRM student chapter. (September 1, 2011 - December 31, 2011).

Presented "How to Study" tips and timeline to MGT3303 students. (September 1, 2011 - December 31, 2011).

Revamped MGT 3303 Management of Organizations course, including different textbook, new PPT slides, new exams, new quizzes and use of McGraw-Hill's ConnectPlus online interactive quizzes/assignments and e-book. Provided or arranged training on new pedagogical materials and technology to six MGT 3303 instructors. (September 1, 2011 - December 31, 2011).

Co-advisor for Estonia-Finland Education Abroad Program (for graduate students of the McCoy College of Business). San Marcos, TX, United States. 31. (May 5, 2019 - July 27, 2019).

Co-advisor for Peru Study Abroad Program (for graduate students of the McCoy College of Business). (May 3, 2018 - July 22, 2018).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

1. Books:

b. Textbooks:

Non-refereed:

Konopaske, A. R., & Bateman, T. (2021). *M: Management 7th edition* (7th ed.). New York, New York, USA: McGraw-Hill Education. Retrieved from <https://www.mheducation.com/highered/product/m-management-bateman-konopaske/M9781260735185.html>

Bateman, T. S., Snell, S. A., & Konopaske, A. R. (2019). *M: Management 6th edition* (6th ed.). New York, New York, United States: McGraw Hill Education. Retrieved from <https://www.amazon.com/M-Management-Thomas-Bateman/dp/1260062880>

Bateman, T., Snell, S., & Konopaske, A. R. (2019). *Management: Leading & Collaborating in a Competitive World 13th edition* (13th ed.). New York, New York, USA: McGraw Hill Education. Retrieved from <https://www.mheducation.com/highered/product/management-leading-collaborating-competitive-world-bateman-snell/M9781259927645.html>

Bateman, T., Snell, S., & Konopaske, A. R. (2018). *M: Management 5th edition* (5th ed.). New York, New York, USA: McGraw Hill Education. Retrieved from <https://www.amazon.com/M-Management-Thomas-S-Bateman/dp/1259732800>

Bateman, T., Snell, S., & Konopaske, R. (2016). *Management: Leading and Collaborating in a Competitive World 12th edition*. (M. Ablassmeir, Ed.) (12th ed., p. 700). New York, New York, USA: McGraw Hill Education. Retrieved from <https://www.amazon.com/Management-Leading-Collaborating-Competitive-World/dp/1259546942>

Bateman, T., Snell, S., & Konopaske, R. (2015). *M: Management 4th edition* (4th ed.). New York, New York, USA: McGraw Hill Education. Retrieved from <https://www.amazon.com/M-Management-Thomas-S-Bateman/dp/007786>

2597/ref=sr_1_2?dchild=1&keywords=m%3A+management+4th+edition+bateman&qid=1614823450&s=books&sr=1-2

Ivancevich, J. M., & Konopaske, A. R. (2013). *Human Resource Management 12th edition* (12th ed.). New York, New York, USA: McGraw Hill Education. Retrieved from <https://www.mheducation.com/highered/product/human-resource-management-ivancevich-konopaske/M9780078029127.html>

Ivancevich, J., Konopaske, R., & Matteson, M. (2013). *Organizational Behavior and Management 10th edition* (10th edition). New York, New York, USA: McGraw Hill Education. Retrieved from https://www.amazon.com/Organizational-Behavior-Management-John-Ivancevich/dp/0078029465/ref=sr_1_4?dchild=1&keywords=konopaske+organizational+behavior+and+management&qid=1614823589&s=books&sr=1-4

Konopaske, R., Ivancevich, J., Donnelly, J., & Gibson, J. (2012). *Organizations: Behavior, Structure, Processes 14th edition* (14th edition). New York, New York, USA: McGraw Hill Education. Retrieved from <https://www.mheducation.com/highered/product/organizations-behavior-structure-processes-gibson-ivancevich/M9780078112669.html>

Ivancevich, J., Konopaske, R., & Matteson, M. (2011). *Organizational Behavior and Management* (9th edition). Boston: McGraw-Hill/Irwin.

J., G., Ivancevich, J., Donnelly, J., & Konopaske, R. (2009). *Organizations: Behavior, Structure, Processes* (13th edition). New York: McGraw-Hill/Irwin.

Ivancevich, J., Konopaske, R., & Matteson, M. (2008). *Organizational Behavior and Management* (8th edition). Boston: McGraw-Hill/Irwin.

J., G., Ivancevich, J., Donnelly, J., & Konopaske, R. (2006). *Organizations: Behavior, Structure, Processes* (12th edition). Boston: McGraw-Hill/Irwin.

Ivancevich, J., Konopaske, R., & Matteson, M. (2005). *Organizational Behavior and Management* (7th ed.). McGraw-Hill/Irwin.

Konopaske, R., & Ivancevich, J. (2004). *Global Management & Organizational Behavior*. McGraw-Hill/Irwin.

Gibson, J., Ivancevich, J., Donnelly, J., & Konopaske, R. (2003). *Organizations: Behavior, Structure, Processes* (11th edition). McGraw-Hill/Irwin.

2. Articles:

a. Refereed Journal Articles:

- Kirby, S. L., Kirby, E., & Konopaske, A. R. (2020). The role of mentoring in the prediction of strategic independence. *Journal of Organizational Psychology*, 20(3), 128–137.
- Miller, B. K., Nicols, K. M., & Konopaske, A. R. (2019). Measurement invariance tests of revisions to archaically worded items in the Mach IV scale. *PLOS One*, 14(10), e0223504. (Journal Ranking = A, 2018 Impact Factor = 2.776).
- Konopaske, R., Kirby, E., & Kirby, S. (2017). Positive Disposition in the Prediction of Strategic Independence Among Millennials. *Administrative Sciences*, 7(4), 1–13. <https://doi.org/10.3390/admsci7040038>
- Kirby, E., Konopaske, R., & Kirby, S. (2016). The impact of strategic independence and mentoring on entrepreneurial orientation. *International Review of Entrepreneurship*, 14(2), 1–20.
- Miller, B., & Konopaske, R. (2014). Dispositional correlates of perceived work entitlement. *Journal of Managerial Psychology*, 29(7), 808–828.
- Lenartowicz, T., Johnson, J. P., & Konopaske, R. (2013). The Application of Learning Theories to Improve Cross-cultural Training Programs in MNCs. *International Journal of Human Resource Management*, 25(12), 1697–1719. Retrieved from www.tandfonline.com/doi/full/10.1080/09585192.2013.860384#.UuvJUaWhAYU
- Miller, B., & Konopaske, R. (2012). Dominance analysis of two measures of organizational justice. *Journal of Managerial Psychology*. Published.
- Gilbert, J., Carr-Ruffino, N., Ivancevich, J., & Konopaske, R. (2012). Toxic vs. Cooperative Behaviors at Work: The Power of Organizational Culture and Leadership in Creating Community-Centered Organizations. *International Journal of Leadership Studies*, 7(1), 29–47.
- Bernardin, J., Konopaske, R., & Hagan, C. (2012). A Comparison of Adverse Impact Levels Based on Top-down, Multisource and Assessment Center Data: Promoting Diversity and Reducing Legal Challenges. *Human Resource Management*. Published.
- Peterson, M. F., Thomason, S. J., Althouse, N., Athanassiou, N., Curri, G., Konopaske, R., ... Thomas, D. C. (2010). Social Structures and Personal Values That Predict E-Mail Use: An International Comparative Study. *Journal of Global Information Management*, 18(2), 57–84.

- Konopaske, R., Robie, C., & Ivancevich, J. (2009). Managerial Willingness to Assume Traveling, Short-term and Long-term Global Assignments. *Management International Review*, 49(3), 359–388.
- Ivancevich, J., Gilbert, J. A., & Konopaske, R. (2009). Studying and Facilitating Dialogue In Select Online Management Courses. *Journal of Management Education*, 33(2), 196–218.
- Ivancevich, J., Konopaske, R., & Gilbert, J. A. (2008). Formally Shaming White Collar Criminals. *Business Horizons*, 51, 401–410.
- Hagan, C., Konopaske, R., Bernardin, H. J., & Tyler, C. L. (2006). Predicting Assessment Center Performance with 360-Degree, Top-Down, and Customer-Based Competency Assessments. *Human Resource Management*, 45(3), 357–390.
- Konopaske, R., Robie, C., & Ivancevich, J. (2005). A Preliminary Model of Spouse Influence on Managerial Global Assignment Willingness. *International Journal of Human Resource Management*, 16(3), 405–426.
- Konopaske, R., & Werner, S. (2005). US Managers' Willingness to Accept a Global Assignment: Do Expatriate Benefits and Assignment Length Make a Difference? *International Journal of Human Resource Management*, 16(7), 1159–1175.
- Janicki, T., Kline, D., Gowan, J., & Konopaske, R. (2004). Matching Employer Needs with IT Curriculum: An Exploratory Study. *Information Systems Education Journal*. Published.
- Robie, C., & Konopaske, R. (2003). B. Thomas Golisano: An Entrepreneur Consistently Balancing Growth and Shareholder Return. *Journal of Applied Management & Entrepreneurship*. Published.
- Ivancevich, J., Konopaske, R., & DeFrank, R. (2003). Business Travel Stress: A Model, Propositions, and Managerial Implications. *Work & Stress*. Published.
- Ivancevich, J., Deuning, T., Gilbert, J., & Konopaske, R. (2003). Deterring White-Collar Crime. *Academy of Management Executive*. Published.
- Konopaske, R., Werner, S., & Neupert, K. (2002). Entry Mode Strategy and Performance: The Role of FDI Staffing. *Journal of Business Research*. Published.
- Konopaske, R., & Werner, S. (2002). Equity in Non-North American Contexts: Adapting Equity Theory to the New Global Business Environment. *Human Resource Management Review*. Published.

Elkins, T., Phillips, J., & Konopaske, R. (2002). Gender-related Biases in Evaluations of Sex Discrimination Allegations: Is Perceived Threat the Key? *Journal of Applied Psychology*. Published.

Elkins, T., Phillips, J., Konopaske, R., & Townsend, J. (2001). Evaluating Gender Discrimination Claims: Is There a Gender Similarity Bias? *Sex Roles Journal*. Published.

DeFrank, R., Konopaske, R., & Ivancevich, J. (2000). Executive Travel Stress: Perils of the Road Warrior. *Academy of Management Executive*. Published.

Werner, S., Konopaske, R., & Gemeinhardt, G. (2000). The Effects of United Way Membership on Employee Pay in Nonprofit Organizations. *Nonprofit Management & Leadership*. Published.

b. Non-refereed Articles:

Werner, S., Konopaske, R., & Touhey, C. (1999). Ten Questions to Ask Yourself About Compensation Surveys. *Compensation & Benefits Review*. Published.

10. Other Works in Print:

Contributed best practice guidelines to edited trade book.s:

Konopaske, R. (2004). *Guidelines of Excellence in Management*. South Western Educational Publishing.

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

Miller, B., Konopaske, R., Bryne, Z., Annual Meeting of Academy of Management, "Organizational Justice: A Dominance Analysis of Commonly Used Scales," Academy of Management, San Antonio. (August 2011).

Konopaske, R., Mendenhall, M. E., Thomason, S., Annual Meeting of Academy of Management, "Toward a Typology of the Expatriate Construct," Academy of Management, Chicago, IL. (2009).

Kane, J. S. (Author Only), Bernardin, J. (Author Only), Hagan, C. (Author Only), Konopaske, R. (Presenter & Author), Thomason, S. (Author Only), Annual Meeting of Academy of Management, "Forced-Choice Appraisal Redux: Perceptions of Justice as a Function of Ratee and Rater and Gender Composition and Performance Rating Format.," Academy of Management, Philadelphia, PA. (2007).

Ivancevich, J. M., Konopaske, R., Gilbert, J. A., Annual Meeting of Academy of Management, "Shaming Convicted Managers: Myths, Facts, and a Preliminary Model.," Academy of Management, Philadelphia, PA. (2007).

- Ivancevich, J. M., Gilbert, J. A., Konopaske, R., Annual Meeting of Academy of Management, "Applying a Dialogue Framework for Online Management Courses.," Academy of Management, Atlanta, GA. (2006).
- Johnson, J., Konopaske, R., Lenartowicz, T., Annual Meeting of Academy of Management, "Cross-cultural Training Programs in MNCs: An Analysis of Cultural Learning and Knowledge Flows.," Academy of Management, Atlanta, GA. (2006).
- Lenartowicz, T., Johnson, J., Konopaske, R., Annual Meeting of Academy of International Business, "Cultural Knowledge and Cross-cultural Training: A Knowledge-Spiral Perspective," Academy of International Business, Montreal, Canada. (2005).
- Konopaske, R., Robie, C., Ivancevich, J., Annual Meeting of Academy of Management, "A Preliminary Model of Spouse Influence on Managerial Global Assignment Willingness," Academy of Management, Seattle, WA. (2003).
- Janicki, T., Kline, D., Gowan, A., Konopaske, R., Annual ISECON Conference, "Matching Employer Needs with IT Curriculum: An Exploratory Study," San Diego, CA. (2003).
- Konopaske, R., Ivancevich, J., Annual Meeting of Academy of Management, "Determinants and Moderating Influences of U.S. and Foreign National Managers' Willingness to Assume a Global Assignment," Academy of Management, Denver, CO. (2002).
- Elkins, T., Phillips, J., Konopaske, R., Annual Meeting of Academy of Management, "Same-sex Biases in Evaluations of Sex Discrimination Claims: An Explanation from Defensive Attribution Theory and Social Identity Theory," Academy of Management, Washington, DC. (2001).
- Elkins, T., Phillips, J., Konopaske, R., Annual Meeting of Academy of Management, "An Examination of Gender and Occupational Biases In Jurors' Evaluations of Sex Discrimination Claims," Academy of Management, Toronto. (2000).
- Elkins, T., Phillips, J., Konopaske, R., Townsend, J., Annual Meeting of Society for Industrial Organizational Psychology, "Evaluating Sex Discrimination Claims: Is there a Same Sex Bias?," Society for Industrial Organizational Psychology, New Orleans. (2000).
- Bozeman, D., Konopaske, R., Miller, B., Annual Meeting of Academy of Management, "Meta-Analytic Studies in OB/HRM Research: A Decade in Review," Academy of Management, Toronto. (2000).
- Werner, S., Konopaske, R., Gemeinhardt, G., Annual Meeting of Academy of Management, "The Effects of United Way Membership on Employee Pay in Nonprofit Organizations," Academy of Management, Chicago. (1999).

Konopaske, R., Neupert, K., Werner, S., Annual Meeting of Southern Management Association, "FDI Staffing and Performance: The Role of Entry Mode Strategy," Southern Management Association, New Orleans. (1998).

2. Invited Talks, Lectures, and Presentations:

Konopaske, R., Werner, S., Annual Meeting of Academy of Management, "International Benefits Policy and Global Assignment Characteristics: Do They Influence Managers' Willingness to a Accept Global Assignment?," Academy of Management, Seattle, WA. (2003).

3. Consultancies:

For Profit Organization, Small & Medium-sized businesses, New Braunfels, TX, United States. (April 2013 - Present).

For Profit Organization, Credit Suisse. (March 2011).

For Profit Organization, Credit Suisse. (June 2009 - September 2009).

For Profit Organization, PricewaterhouseCoopers. (July 2006 - September 2006).

For Profit Organization, AAI Pharma. (May 2003 - June 2003).

Academic, UNOCAL. (October 1998 - March 1999).

For Profit Organization, The Vandaveer Group. (March 1998 - March 1999).

5. Other Works not in Print:

a. Works "submitted" or "under review":

Journal Articles:

Wan, M., Feng, L., Meng, X., Zhai, M., & Konopaske, A. R. (Submitted / Under Review). "Working College Students' Time Pressure and Work-School Conflict: Do Boundary Permeability and Dispositional Mindfulness Matter?" *Applied Research in Quality of Life*. (February 2021)

c. Other Works Not in Print:

Posters:

Feng, L., Konopaske, A. R., 43rd Annual Conference of the Association for Education Finance and Policy, "The Impact of Generational and Gender Compatibility on Principals' Goal-setting, Decision-making, and Teachers' Job Satisfaction," Association for Education Finance and Policy, Portland, OR, United States. (March 15, 2018).

Miller, B. (Presenter & Author), Konopaske, R. (Author Only), Society for Industrial and Organizational Psychology, "Dispositional predictors of work entitlement," APA Division 14, Houston, TX. (April 2013).

C. Scholarly / Creative Grants and Contracts:

2. Submitted, but not Funded, External Grants and Contracts:

Baucus, Melissa Smith (Principal), Konopaske, Arthur R (Supporting), Davis, Phillip Eugene (Supporting), Fox, Corey J (Supporting), Rayburn, Steven W (Supporting). Texas Hill Country Initiative to Grow and Scale Entrepreneurial Businesses for Economic Impact, FY 2018 EDA Universtiy Center Economic Development Program Competition, Federal, \$1,000,000.00. (Submitted: July 2018). Grant.

Baucus, Melissa Smith, Fox, Corey J, Davis, Phillip Eugene, Konopaske, Arthur R. 2018 Kauffman Foundation Knowledge Challenge, Ewing Kauffman Foundation, Private / Foundation / Corporate, \$100,000.00. Grant.

3. Funded Internal Grants and Contracts:

Miller, Brian (Principal), Konopaske, Robert (Co-Principal). Impact of Quality Control Items on Scale Reliability for Self-Report Measures in Surveys, Research Enhancement Program, Texas State University, \$13,898.00. (Funded: 2011). Grant.

D. Scholarly / Creative Fellowships, Awards, Honors:

Award / Honor Recipient: President's Reception for Faculty Authors, President Denise Trauth & Office of Special Projects.
October 7, 2015

Award / Honor Recipient: Dean Nominated Research/Creativity Award, McCoy College of Business.
August 2013

Award / Honor Recipient: Recognized as Outstanding Professor, Texas State Panhellenic Council.
October 28, 2010

Award / Honor Recipient: President's Reception for Faculty Authors, President's Office.
October 13, 2010
October 6, 2009

Award / Honor Recipient: McGuffey Award, Text and Academic Authors' Association.
August 3, 2005

E. Scholarly / Creative Professional Development Activities Attended:

Workshop, "Pathways to Research Success," Dean's Office - McCoy College of Business. (March 2, 2018).

Workshop, "O.C. and Linda Ferrell's Workshop on Ethics and Business," McCoy College of Business, San Marcos, TX. (November 13, 2009 - November 2009).

F. Media Recognition:

MH Education Global Blog Post titled: "5 Ways We Can Engage Millennials and Gen Z Learners in the Classroom". (March 26, 2018).

Newspaper, New York Times - Business pages. (October 3, 2006).

IV. SERVICE

A. Institutional

1. University:

Member, International Advisory Council - Texas State University. (February 4, 2020 - Present).

Member, Advisory Board for Education Abroad. (November 7, 2018 - Present).

Member, Presidential Award for Excellence in Service Selection Committee. (January 30, 2017 - Present).

Faculty Mentor, Informally Mentors Several Texas State students. (2008 - Present).

Faculty Advisor, Students in International Business. (September 1, 2017 - January 15, 2020).

Project Leader for Step Up for State Fund-raising Campaign, University Advancement. (April 26, 2018 - October 5, 2018).

Faculty Advisor, Co-Advisor for Texas State Student Chapter of Society for Human Resource Management. (August 2010 - September 2017).

Committee Member, Society for Human Resource Management Scholarship Committee. (August 2010 - May 2017).

Member, Presidential Award for Excellence in Service Committee. (February 28, 2017 - April 23, 2017).

Guest Speaker, SHRM student chapter. (January 28, 2015).

Professionalism & Becoming 360-degree students, Trainer - PAWS Preview Student Leaders. (August 2013 - August 2014).

Guest Speaker, Leadership Training for PAWS Preview & University Ambassadors. (February 2009 - August 2014).

Guest Speaker, PAWS Preview. (January 2014).

Committee Member, University 2013-2014 Common Experience Committee. (September 2012 - August 2013).

Guest Speaker, Texas State Orientation Leaders Conference. (May 31, 2011).

Guest Speaker, Texas State Leadership Institute Conference. (February 12, 2011).

2. College:

Member, McCoy College Global Programming & Orientation Task Force. (January 2021 - Present).

Member, McCoy Engagement Team. (December 2020 - Present).

Member, AoL/UCC Committee. (2019 - Present).

Organizer, Export Fellows Certification Program. (September 15, 2017 - Present).

Director, Institute for Global Business. (September 1, 2017 - Present).

Speaker in Dr. Chittenden's MSEC 7301 Class. (2017 - Present).

Member, Graduate Faculty. (July 2012 - Present).

Faculty guest speaker, Business Visit Day for parents and prospective students. (2011 - Present).

Organizer, Advanced Managerial Leadership Certification program. (September 15, 2017 - May 18, 2019).

Chair, International Programs Strategic Planning Committee. (April 13, 2018 - November 15, 2018).

Assisted Kent Hamilton to raise \$50,000 for the Institute for Global Business, Development for the IGB. (April 1, 2018 - May 30, 2018).

Facilitated Break-out Session for All Advisory Boards Meeting. (April 12, 2018 - April 19, 2018).

Organizer, Export Fellows Certification Program. (September 15, 2017 - February 28, 2018).

Facilitator and Faculty Host, Business Leadership Executive Panel. (February 21, 2018).

Hosted 3 Panelists for Business Leadership Week. (February 21, 2018).

Committee Member, Beta Gamma Sigma Business Honor Society Scholarship Committee. (2009 - 2017).

Panelist, McCoy Research. (November 10, 2017).

Academic Program Director, McCoy Graduate Study Abroad program to Lima. (September 15, 2017 - July 30, 2017).

Attendee, Meeting, International Business Committee. (August 25, 2015 - May 1, 2017).

Hosted a guest speaker in my MGT 3303 class, Business Leadership Week. (February 15, 2017).

Committee Chair, Integrated Learning Experience Task Force (Core Course Coordinators). (August 2014 - May 2016).

Committee Chair, Veterans Interview Training Workshop. (August 2012 - May 2016).

Organized and delivered training and coaching to Noel Gould, new CCC of BA 2315, Trainer of New Core Course Coordinator. (February 24, 2016 - May 1, 2016).

Hosted a guest speaker in my MGT 3303 class, Business Leadership Week. (February 17, 2016).

Judge, Judge - MBA Student Capstone Project Competition. (November 2014 - November 2015).

Guest lecturer, Guest Lecturer for HRM Module of BA - 5351. (March 2010 - April 2015).

Committee Member, McCoy 2013-2014 Common Experience Committee. (April 2013 - 2014).

Committee Member, Business Leadership Week Committee. (April 2013 - December 2013).

Committee Member, Business Leadership Week Ideas Committee. (2010 - 2013).

Task Force Member, McCoy College of Business Promotion & Tenure Task Force. (2009 - 2010).

Facilitator and speaker, Business Leadership Roundtable Forum. (February 2010).

Facilitator and speaker, Business Leadership Roundtable Forum. (February 2009).

3. Department/School:

Oversees all AoL responsibilities for MGT 5339 IHRM course, Assurance of Learning. (August 15, 2013 - Present).

Committee Member, Governance Committee and Faculty Senate Liaison. (September 2011 - Present).

Faculty Mentor, Onboarding Coach for new MGT 3303 instructors. (2010 - Present).

Member of 3-person team, MS in Human Resource Management Task Force. (2010 - Present).

Core Course Coordinator - MGT 3303. (August 25, 2008 - Present).

Coordinator, Coordinator - Quality of Learning Assurance - MGT 3303. (August 2008 - Present).

Committee Member, Department of Management Journal Ranking. (2008 - Present).

Committee Chair, HRM Advisory Board. (2013 - 2017).

Faculty Advisor, Independent Study with Silvia Clark (graduate student). (January 2016 - May 2016).

Committee Member, Dean Denise Smart's 5-Year Summative Review Committee. (January 2016 - April 2016).

Committee Chair, Chair - Search Committee - International faculty position. (March 2015 - December 2015).

Faculty Advisor, Independent Study with David Cosner. (January 2015 - May 2015).

Committee Chair, Management Department Library Representative. (2008 - 2014).

B. Professional:

Member, District Export Council - US Department of Commerce, San Antonio, TX, United States. (July 30, 2017 - Present).

Reviewer, Ad Hoc Reviewer, Journal of Management. (October 1, 2016 - Present).

Reviewer, Ad Hoc Reviewer, Journal of World Business. (July 2015 - Present).

Association for Talent Development. (2014 - Present).

Member, New Braunfels Chamber of Commerce. (2014 - Present).

Member, Society for Human Resource Management (SHRM). (2010 - Present).

Editorial Review Board Member, Editorial Board of the International Journal of Human Resource Management. (2006 - Present).

Reviewer, Ad Hoc Reviewer, Ad Hoc Reviewer for National Meetings of Academy of Management. (1999 - Present).

Member, Academy of Management. (1996 - Present).

Moderator - Panel Discussion, Texas-EU Business Summit 2018 (at UT Austin), Austin, TX, United States. (May 8, 2018).

Speaker, San Marcos Chamber of Commerce, San Marcos, TX, United States. (April 11, 2018).

Moderator - Panel Discussion, Texas-EU Business Summit 2017 (at UT Austin), Austin, TX, United States. (May 9, 2017).

Reviewer, Conference Paper, Southern Management Association, Charlotte, NC, United States. (October 26, 2016 - October 29, 2016).

Discussant, Southern Management Association, Charlotte, NC, United States. (October 27, 2016).

Speaker, The Randolph Metrocom Rotary Club, Schertz, TX. (June 2013).

Speaker, The Alternative Board, San Marcos, TX. (March 2013).

Reviewer, Ad Hoc Reviewer, International Journal of Intercultural Relations. (2011).

Editorial Review Board Member, Editorial Board of the Canadian Journal of Administrative Sciences. (2009 - 2010).

Speaker, Chick-fil-A. (November 2010).

Speaker, Siemens Corporation, Oslo. (April 2010).

Speaker, The Nielsen Company, CT. (April 2010).

Speaker, Florida Water Department, FL. (March 2010).

Speaker, Pfizer Corporation, OH. (February 2010).

Reviewer, Ad Hoc Reviewer, Human Resource Management Review. (2008).

Reviewer, Ad Hoc Reviewer, Journal of Applied Social Psychology. (2008).

Reviewer, Ad Hoc Reviewer, Journal of Management. (2006).

Reviewer, Ad Hoc Reviewer, Journal of Organizational Behavior. (2006).

Reviewer, Ad Hoc Reviewer, Ad Hoc Reviewer for Academy of International Business. (2005).

C. Community:

Volunteer, Communities in Schools, New Braunfels, TX. (November 1, 2018 - January 15, 2019).

Speaker, Texas Association of Counties - TPFIC Conference, Houston, TX. (November 9, 2018).

Speaker, San Marcos Chamber of Commerce (Young Professionals), San Marcos, TX. (April 11, 2018).

Speaker, San Marcos Manufacturers' Association, San Marcos, TX. (August 23, 2017).

Speaker, Greater New Braunfels Chamber of Commerce, New Braunfels, TX. (July 13, 2017).

Speaker, Hill Country Human Resource Management Association, San Marcos, TX. (July 13, 2017).

Speaker, San Marcos Academy, San Marcos, TX. (March 30, 2017).

Part of "Career Bootcamp" program sponsored by Priority Personnel, Inc., Guest speaker to help unemployed individuals get jobs, Kyle, TX. (August 2013).

D. Organization Memberships:

Academy of Management.

Society of Human Resource Management.

E. Service Honors and Awards:

Award / Honor Recipient: Student Foundation's of Excellence Award, Dean of Students Office, Texas State University.
September 26, 2018

Award / Honor Recipient: Honoree, Visionary Society of Texas State University.
September 11, 2017

Award / Honor Recipient: Invited Honoree - 1st ODS Annual Appreciation Luncheon,
The Office of Disability Services.
April 28, 2015

Award / Honor Recipient: Superior Merit Award, Society of Human Resource
Management (SHRM).
June 2013

Award / Honor Recipient: 2012-13 PAWS Preview Namesake, PAWS Preview
Committee.
March 2012

Award / Honor Recipient: Certificate of Appreciation, Texas State Council Society for
Human Resource Management.
2009

Award / Honor Recipient: Nominee for Presidential Award for Excellence in Service,
President's Office.
2009

Award / Honor Recipient: Inducted into Phi Beta Kappa, Phi Beta Kappa Society -
Founded in 1776.
May 15, 1986

F. Service Grants and Contracts:

4. Submitted, but not Funded, Internal Service Grants and Contracts:

Daspit, Joshua Joseph, Konopaske, Arthur R. SCALEUP: Sustainable Cultivation
and Advancement of Local Enterprises for Underserved Populations (Project
selected as part of the university's second phase of 'Big Ideas'), University
Advancement, Texas State University. (Submitted: October 2020). Grant.

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Yogesh Lund Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MBA	2004	University of Michigan-Ann Arbor	Business Administration	
MS	1997	University of Toledo	Industrial Engineering	
BENG	1996	University of Mumbai	Production Engineering	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Lecturer, Management Department	Texas State University. San Marcos, TX, United States	January 2013 - Present

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
PMO Director	Infrastructure Consulting and Integration	October 2016 - Present
Managing Director	Global Delivery Centers, NTT Data Services	2016 - Present
Director, Project Management Office	Dell, Inc.	January 2014 - 2016
Director, Infrastructure Consulting Services	Dell, Inc.	November 10, 2009 - December 2013
Senior Manager	Dell, Inc.	September 1, 2007 - November 9, 2009
Manager, Storage Delivery Competency Center	Dell, Inc.	2006 - 2007
Senior Consultant, Field Services	Dell, Inc.	2004 - 2006

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Program Manager, Manufacturing IT Strategy	GENERAL MOTORS CORPORATION	2003 - 2004
Industrial Engineer, Willow Run Plant	GENERAL MOTORS CORPORATION	2000 - 2003
PRODUCTION MODELING CORPORATION, Dearborn, MI Associate Consultant	GENERAL MOTORS CORPORATION	1998 - 2000

E. Other Professional Credentials (licensure, certification, etc.)

Project Management Professional, Project Management Institute (PMI). (August 24, 2015 - August 24, 2018). License Number: 1843625.

II. TEACHING

B. Courses Taught:

Texas State University:

MGT 4330 - OPERATIONS MGT

MGT 4330 - PROD & OPER MGT

MGT 4340 - QUALITY MGT & BEYO

MGT 5321 - SUPPLY CHAIN MGT

G. Teaching Professional Development Activities Attended

Seminar, "Online teaching certification," Office of Distance and Extended Learning, Texas State University. (January 2020).

III. SCHOLARLY/CREATIVE

B. Works Not in Print:

TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Name: Kevin H. Lyman

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MBA	1986	Rivier University	Business Administration	
BSED	1976	Fitchburg State University	Education	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Lecturer, Management	Texas State University. San Marcos	January 15, 2017 - Present

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Operating Committee, Board Alternate	Semiconductor Industry Association	2014 - 2016
Chancellor's Business Advisory Council	Foothill DeAnza College	2013 - 2016
Senior Vice President, Human Resources	Altera Corporation	2008 - 2016
Adjunct Faculty, Graduate Business Program	St. Edwards University	2014
Consultant	The L2 Group	2007 - 2008
Chair, previously Board member	Central Texas Executive and Education Council	2003 - 2007
Senior Vice President, Corporate Human Resources Manager, Human Resources	AMD	1991 - 2007
	General DataComm Industries	1989 - 1991
Human Resources Manager	GenRad	1988 - 1989
Human Resources Manager	Sanders, A Lockheed	1979 - 1988

Position

Entity
Company

Dates

II. TEACHING

B. Courses Taught:

Texas State University:

B A 2310 - INTRO BUS GLOB ENV

MGT 3303 - MGT OF ORGANIZATION

MGT 4373 - HUMAN RESOURCE MGT

MGT 4375 - ORG BEH & HUM R

St Edwards University:

International Human Resources Management

D. Courses Prepared and Curriculum Development:

BA 2310, Revise Existing Course, Texas State University. Taught: May 2020 - August 2020.

G. Teaching Professional Development Activities Attended

Institute, "Multi-Cultural Transformation Institute," Texas State University Center for Diversity and Gender Studies, San Marcos, TX, United States. (May 21, 2018 - May 25, 2018).

III. SCHOLARLY/CREATIVE

B. Works Not in Print:

IV. SERVICE

A. Institutional

1. University:

University Mentor, Texas State Three-Day Start Up. (November 18, 2018).

2. College:

University Mentor, Texas State 3-Day Start Up. (October 19, 2019).

Guest Speaker, McCoy SHRM Chapter. (October 24, 2018).

3. Department/School:

Organizer, Core Course Process Improvement Effort. (May 15, 2019 - Present).

Guest speaker, Texas State University SHRM Chapter. (September 18, 2019).

C. Community:

Speaker, University of Texas Moody College of Communication, Austin, TX.
(September 25, 2018 - Present).

Advisor, Maxwell Family Foundation, Wimberley, TX. (July 24, 2019 - September 20,
2019).

Advisor, Breakthrough Central Texas, Austin, TX. (January 7, 2019).

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Lance J. McNeill

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MBA	2010	Texas State University	Management	
BBA	2008	Texas State University	Management	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Per Course Lecturer, Management Instructor, Continuing Education Program	Texas State University Austin Community College	September 2019 - Present 2016 - 2021

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Small Business Program Manager	Economic Department, City of Austin	2017 - Present
Director of Entrepreneurship Programs	Business and Community Lenders of Texas	2012 - 2015

E. Other Professional Credentials (licensure, certification, etc.)

online teaching certification, Office of Distance Learning, Texas State University.
(January 2020 - Present).

II. TEACHING

B. Courses Taught:

Texas State University:

MGT 4350 - BUS PLAN DEVELOP

G. Teaching Professional Development Activities Attended

Seminar, "Online teaching certification," Office of Distance and Extended Learning, Texas State University. (January 2020).

III. SCHOLARLY/CREATIVE

B. Works Not in Print:

3. Consultancies:

Government, City of Austin/Office of Innovation. (2015 - 2017).

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Dr. Brian Miller

Title: Professor

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MED	2016	University of Texas at Austin	Educational Psychology	
PHD	2002	University of Houston	Business Administration - Management	
MBA	1997	McNeese State University	Business Administration	
BA	1995	McNeese State University	Liberal Studies	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Associate Professor, Dept of Management	Texas State University-San Marcos	2009 - Present
Assistant Professor, Dept of Management	Texas State University-San Marcos	2005 - 2009
Assistant Professor, Dept of Management	James Madison University	2002 - 2005
Adjunct Professor/Teaching Fellow/Research Assistant	University of Houston	1998 - 2002
Visiting Lecturer/Graduate Assistant	McNeese State University	1996 - 1997

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Recipient: Outstanding Graduate Faculty Member, McCoy Graduate Students.

May 17, 2019

B. Courses Taught:

Texas State University:

MGT 3303 - MGT OF ORGANIZATION
MGT 4373 - HUMAN RESOURCE MGT
MGT 4375 - ORG BEH & HUM R
MGT 5312 - SEMINAR IN MGT
MGT 5314 - ORG BEH & THEORY
MGT 5314 - ORG BEHAVIOR & THEORY
MGT 5330 - SEM IN HRM
MGT 5333 - PROB IN BUS ADMIN
MGT 5337 - ORG STAFFING
MGT 5390 - BUS RSCH METH
MGT 5399A - THESIS
MGT 5399B - THESIS
MGT 7314 - ORGANIZ BEH THEORY
PSY 3333 - INDUSTRIAL PSY
PSY 5321 - MULTVAR QUANT METH

C. Directed Student Learning (i.e. theses, dissertations, exit committees, etc.):

Member, Master's Thesis, "A macro-environmental analysis of competitive employment for individuals with autism spectrum disorder", Status: Completed. (2019). McCoy College of Business Administration, Texas State University.
Student(s): Marc van Bree, Graduate, MBA.

Member, Master's Thesis Committee Member, "Intrinsic motivation and exercise program adherence", Status: Completed. (2013). Other (Within Texas State University - San Marcos).
Student(s): Kyle Patek.

Member, Master's Thesis Committee Member, "Loneliness, anxiousness, alcohol, and marijuana use: Examining the predictors of Facebook connections and emotional connectedness to Facebook amongst college freshmen", Status: Completed. (2012). Other (Within Texas State University - San Marcos).
Student(s): Russell Clayton.

Member, Master's Thesis Committee Member, "The effects of Bikram yoga on selected cardiopulmonary measures and psychological constructs", Status: Completed. (2011). Other (Within Texas State University - San Marcos).
Student(s): Allison Abel.

Member, Master's Thesis Committee Member, "The effects of core training on serve velocity in tennis", Status: Completed. (2010). Other (Within Texas State University - San Marcos).
Student(s): Jason Smart.

Member, Master's Thesis Committee Member, "Social cognitive correlates of physical exercise participation in the Total Wellness Program", Status: Completed. (2009). Other (Within Texas State University - San Marcos).
Student(s): Cecilia Montano.

Member, Master's Thesis Committee Member, Status: Completed. (2009). Other (Within Texas State University - San Marcos).
Student(s): Lani Stephens.

Supervisor / Chair, Dissertation Committee Chair, "The interactive effects of personal credit literacy in predicting the credit card debt of college students and subsequent outcomes", Status: Completed. (2008). Other (Within Texas State University - San Marcos).
Student(s): Byron Morgan.

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

2. Articles:

a. Refereed Journal Articles:

Miller, B. K. (Accepted / In Press). Impact of social desirability and common method variance on two measures of entitlement. *Psychological Reports*.

Miller, B. K., & Simmering, M. (2020). Impact of survey design features on score reliability. *Collabra: Psychology*, 6(1), 17975 (Impact Factor = 1.140; Departmental Ranking = B).
<https://doi.org/https://doi.org/10.1525/collabra.17975>

Miller, B. K., Nicols, K. M., & Konopaske, A. R. (2019). Measurement invariance tests of revisions to archaically worded items in the Mach IV scale. *PLOS One*, 14(10), e0223504. (Journal Ranking = A, 2018 Impact Factor = 2.776).

- Miller, B. K., Zivnuska, S., & Kacmar, K. M. (2019). Self-perception and life satisfaction. *Personality and Individual Differences, 139*, 321–325 (Journal Rank = A, 2018 Impact Factor = 2.311).
- Miller, B. K., Nicols, K. M., Clark, S., Daniels, A., & Grant, W. (2018). Meta-analysis of coefficient alpha for scores on the Narcissistic Personality Inventory. *PLOS One, 13*(12), e0208331.
<https://doi.org/https://doi.org/10.1371/journal.pone.0208331>
- Miller, B., & Gallagher, D. G. (2016). Examining Trait Entitlement Using the Self-Other Knowledge Asymmetry Model. *Personality and Individual Differences, 92*, 113–117.
- Miller, B., Smart, D., & Rechner, P. (2015). Confirmatory factor analysis of the Machiavellian Personality Scale. *Personality and Individual Differences, 82*, 120–124.
- Quinn, F. F., Miller, B., & Thorne, D. M. (2015). Diversity management and public orientation as predictors of service orientation in higher education. *Journal of Higher Education Management, 30*(1), 131–146. Retrieved from <http://www.aaua.org/journals/pdfs/JHEM%2030%20ONLINE.pdf>
- Miller, B. (2015). Entitlement and conscientiousness in the prediction of organizational deviance. *Personality and Individual Differences, 82*, 114–119.
- Miller, B., & Konopaske, R. (2014). Dispositional correlates of perceived work entitlement. *Journal of Managerial Psychology, 29*(7), 808–828.
- Miller, B., Adair, E. A., Nicols, K., & Smart, D. (2014). Hindering the Help: Politics and Engagement in Volunteer Service Organizations. *Journal of Managerial Issues, 26*(4), 365–387.
- Miller, B., & Ruggs, E. N. (2014). Measurement invariance tests of the Impression Management subscale of the BIDR. *Personality and Individual Differences*. Published.
- Rissel, A. A., Miller, B., Lloyd, L. K., & Williams, J. S. (2013). Hot, sweaty, and satisfied: Effects of Bikram yoga on psychological well-being. *Journal of Behavioral Health*. Published.
- Clayton, R. B., Osborne, R. E., Miller, B., & Oberle, C. D. (2013). Loneliness, anxiousness, and substance use as predictors of Facebook use. *Computers in Human Behavior, 29*, 687–693.
- Miller, B. (2013). Measurement of academic entitlement. *Psychological Reports, 113*, 1–22.
- Lloyd, L. K., & Miller, B. (2013). Seasonal variation in body weight in Mexican American women in central Texas. *Women and Health, 53*, 252–261.

- Miller, B., & Konopaske, R. (2012). Dominance analysis of two measures of organizational justice. *Journal of Managerial Psychology*. Published.
- Abel, A., Lloyd, L. K., Williams, J. S., & Miller, B. (2012). Physiological characteristics of long-term Bikram yoga practitioners. *Journal of Exercise Physiology Online*, 15(5), 32–39.
- Miller, B., & Nicols, K. (2011). A domain-specific validity study of the Core Self-Evaluation Scale. *Psychological Reports*, 109(2), 603–625.
- Lowe, A. L., Miller, B., Lloyd, L. K., McCurdy, K. W., & Pope, M. L. (2010). Accuracy of polar F6 in Estimating the Energy Cost of Aerobic Dance Bench Stepping in College-Age Females. *Journal of Sports Medicine and Physical Fitness*, 50(4), 385–394.
- Ryser, G. R., Campbell, H., & Miller, B. (2010). Confirmatory Factor Analysis of the Scales for Diagnosing Attention-Deficit/Hyperactivity Disorder (SCALES). *Educational and Psychological Measurement (online)*, 70(5), 844–857.
- Miller, B., Byrne, Z. S., & Pitts, V. E. (2010). Trait entitlement and perceived favorability of human resource management practices in the prediction of job satisfaction. *Journal of Business and Psychology*, 25(3), 451–464.
- Miller, B., & Gallagher, D. G. (2009). An analysis of recollection in the measurement of long-term change in attitudes. *Journal of Occupational and Organizational Psychology*, 82, 221–228.
- Miller, B., Nicols, K., & Eure, J. (2009). Body art in the workplace: Puncturing employment possibilities? *Personnel Review*, 38(1), 621–640.
- Miller, B. (2009). Confirmatory factor analysis of the Equity Preference Questionnaire. *Journal of Managerial Psychology*, 24, 328–347.
- Byrne, Z. S., & Miller, B. (2009). Is justice the same for everyone? Examining fairness items using multiple-group analysis. *Journal of Business and Psychology*, 24(1), 51–64.
- Miller, B., Byrne, Z. S., Rutherford, M. A., & Hansen, M. A. (2009). Perceptions of organizational politics: A demonstration of the reliability generalization technique. *Journal of Managerial Issues*, 21, 280–300.
- Miller, B., Bell, J., Palmer, M., & Gonzalez, A. (2009). Predictors of Entrepreneurial Intentions: A Quasi-Experiment Comparing Students Enrolled in Introductory Management and Entrepreneurship Classes, 21(2), 39–61.

- Miller, B., Rutherford, M. A., & Kolodinsky, R. W. (2008). Perceptions of organizational politics: A meta-analysis of outcomes. *Journal of Occupational and Organizational Psychology*, 22(3), 209–222.
- Miller, B., & Nicols, K. (2008). Politics and justice: A mediated moderation model. *Journal of Managerial Issues*, 20(2), 214–237.
- Miller, B., & Werner, S. (2007). Predictors of helping behavior toward coworkers with disabilities. *Journal of Applied Social Psychology*, 37(11), 2660–2687.
- Miller, B., Bierly, P. E., & Daly, P. S. (2007). The knowledge strategy orientation scale: Individual perceptions of firm-level phenomena. *Journal of Managerial Issues*, 19(3), 414–435.
- Miller, B., & Werner, S. (2005). Factors influencing the inflation of task performance ratings for workers with disabilities and contextual performance ratings for their co-workers. *Human Performance*, 18, 309–329.
- Daly, P., Bierly, P. E., & Miller, B. (2004). The impact of training and use of teams on dynamic capabilities of small manufacturers. *International Journal of Learning and Intellectual Capital*, 1(2), 150–176.
- Rahman, M., Mustafa, M., & Miller, B. (2001). U.S. Per Capita Health Care Expenditures: Evidence From Multivariate Cointegration Analysis. *Business Journal*, 14–19.

10. Other Works in Print:

Encyclopedia Entries:

- Miller, B. K., & Adair, E. A. (2018). Reliability Generalization. In *Encyclopedia of Sociology*, 2nd. ed.
- Miller, B. (2016). Entitlement. In V. Zeigler-Hill & T. K. Shackelford (Eds.), *Encyclopedia of Personality and Individual Differences*.

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

- Miller, B., Wan, M., The 80th Annual Meeting of the Academy of Management, "Unpacking the relationships among personality, work-family conflict, and mental health: A mega-meta-analytic path analysis," Vancouver, Canada. (August 2020).
- Miller, B., Annual Conference of Southern Management Association, "The impact of respondent personality and survey design features on the person-specific reliability of scores on self-report measures," Charlotte, NC. (October 2016).

- Miller, B. (Presenter & Author), Adair, E. (Author Only), Nicols, K. (Author Only), Smart, D. (Author Only), Annual Conference of Academy of Management, "Hindering the help: Politics and engagement in volunteer service organizations," Vancouver. (August 2015).
- Miller, B., Konopaske, R., Bryne, Z., Annual Meeting of Academy of Management, "Organizational Justice: A Dominance Analysis of Commonly Used Scales," Academy of Management, San Antonio. (August 2011).
- Miller, B. (Presenter & Author), Nicols, K. (Author Only), Academy of Management conference, "University satisfaction for college students: A validity study of the core self-evaluations scale," Montreal, Canada. (2010).
- Miller, B., Nicols, K., Eure, J., Society for Industrial and Organizational Psychology conference, "Body art in the workplace: A scenario-based experiment.," Society for Industrial and Organizational Psychology, San Francisco, CA. (2008).
- Miller, B., Byrne, Z. S., Pitts, V. E., Southern Management Association conference, "If you're happy and committed clap your hands: Generating organizational commitment by engendering job satisfaction.," Southern Management Association, St. Pete's Beach, FL. (2008).
- Miller, B. (Presenter & Author), Chiodo, B. (Author Only), Southern Management Association Conference, "Academic Entitlement: Adapting The Equity Preference Questionnaire For A University Setting," Southern Management Association, St. Pete Beach, FL. (October 29, 2008).
- Miller, B., Byrne, Z. S., Rutherford, M. A., Hansen, A., Academy of Management conference, "A reliability generalization study of the Perceptions of Organizational Politics Scale.," Academy of Management, Philadelphia, PA. (2007).
- Miller, B., Rutherford, M. A., Kolodinsky, R. W., Society for Industrial and Organizational Psychology, "Outcomes of perceptions of organizational politics: A meta-analysis.," APA Division 14, Dallas, TX. (2006).
- Miller, B. (Presenter & Author), Finney, S. J. (Author Only), Society for Industrial and Organizational Psychology, "Confirmatory factor analyses of the Equity Preference Questionnaire.," APA Division 14, Los Angeles, CA. (2005).
- Miller, B., Daly, P. S., Bierly, P. E., Academy of Management conference, "Measurement and validity characteristics of a knowledge strategy orientation scale.," Academy of Management, Honolulu, HI. (2005).

5. Other Works not in Print:

a. Works "submitted" or "under review":

Journal Articles:

Miller, B. K., & Simmering, M. (Submitted / Under Review). Attitude toward the color blue: An ideal "ideal" marker variable. *Organizational Research Methods*. (January 26, 2021)

c. Other Works Not in Print:

Posters:

Miller, B. K., Nicols, K. M., Annual Meeting, "Meta-analysis of coefficient alpha for scores on the Narcissistic Personality Inventory," Society for Industrial and Organizational Psychology, Chicago, IL, United States. (2018).

Miller, B. (Presenter & Author), Adair, L. A. (Author Only), Annual Conference of Society for Personality and Social Psychology, "Dispositional predictors of psychological and narcissistic entitlement," Society for Personality and Social Psychology, San Antonio, TX. (2017).

Rissel, A. A. (Author Only), Miller, B. (Presenter & Author), Lloyd, L. K. (Author Only), Williams, J. (Author Only), Society for Industrial and Organizational Psychology, "Improving core self-evaluation and intrinsic work motivation with Bikram yoga," APA Division 14, Honolulu, HI. (May 2014).

Miller, B. (Presenter & Author), Society for Industrial and Organizational Psychology, "The interactive effect of entitlement and conscientiousness on organizational deviance," APA Division 14, Honolulu, HI. (May 2014).

Miller, B. (Presenter & Author), Konopaske, R. (Author Only), Society for Industrial and Organizational Psychology, "Dispositional predictors of work entitlement," APA Division 14, Houston, TX. (April 2013).

Miller, B. (Presenter & Author), Ruggs, E. N. (Author Only), Society for Industrial and Organizational Psychology, "Measurement invariance tests of the impression management subscale of the BIDR," APA Division 14, Houston, TX. (April 2013).

C. Scholarly / Creative Grants and Contracts:

3. Funded Internal Grants and Contracts:

Miller, Brian (Principal), Konopaske, Robert (Co-Principal). Impact of Quality Control Items on Scale Reliability for Self-Report Measures in Surveys, Research Enhancement Program, Texas State University, \$13,898.00. (Funded: 2011). Grant.

D. Scholarly / Creative Fellowships, Awards, Honors:

Award / Honor Recipient: AAUA Jerome L. Neuner Award for Excellence in Professional-Scholarly Publication, American Association of University Administrators.
2016

Award / Honor Recipient: Gary Woods Research Award, McCoy College of Business Administration.
2016

Award / Honor Recipient: College Achievement Award for Research, McCoy College of Business Administration.
August 2014

Award / Honor Recipient: Runner-up for Presidential Excellence Award for Scholarly/Creative Activities, President's Office.
2011
2009

Award / Honor Recipient: Gary V. Woods Research Award, McCoy College of Business Administration.
2010

Award / Honor Recipient: Runner-up for Presidential Award for Excellence in Scholarly Activities, President's Office.
2007

IV. SERVICE

A. Institutional

1. University:

Committee Member, SPSS Alternative Evaluation Committee. (2014 - 2017).

Faculty Fellow, Faculty Fellow for Testing, Research-support, and Evaluation Center. (2008 - 2016).

Committee Member, Research Design and Analysis Group. (2010 - 2013).

Faculty Mentor, Pre-Doctoral Fellow Program. (2011).

Committee Member, Institutional Review Board. (2006 - 2007).

2. College:

Committee Member, McCoy College Scholarship Committee. (September 1, 2011 - Present).

Committee Chair, MBA Core Course Coordinators Committee. (2008 - Present).

Committee Member, Beta Gamma Sigma Scholarship Committee. (2011 - 2017).

Committee Member, McCoy College Research Committee. (2010 - 2016).

Committee Member, Impact of Research Task Force. (2013 - 2014).

Committee Chair, American Heart Association Charitable Giving Campaign. (February 2012 - 2012).

Committee Member, McCoy College Information Technology Committee. (2005 - 2009).

3. Department/School:

Coordinator, Brown Bag Research Colloquium Coordinator. (2016 - Present).

Committee Member, Scholarship Committee. (September 2011 - Present).

Committee Member, Assessment Committee. (2011 - Present).

Course Coordinator, Department of Management 5314 Course Coordinator. (2008 - Present).

Faculty Advisor, Society for Human Resource Management. (2006 - 2011).

Coordinator, Brown Bag Research Colloquium Coordinator. (2005 - 2008).

B. Professional:

Reviewer / Referee, Journal of Organizational Behavior. (2019 - Present).

Reviewer / Referee, Personality and Individual Differences. (2019 - Present).

Editorial Review Board Member, Journal of Managerial Psychology. (2018 - Present).

Associate Editor for Methodology, Group and Organization Management. (2017 - Present).

Reviewer / Referee, Psychological Reports. (2014 - Present).

Editorial Review Board Member, Journal of Applied Social Psychology. (2009 - Present).

Reviewer / Referee, Society for Industrial and Organizational Psychology Annual Conference. (2007 - Present).

Reviewer, Conference Paper, Southern Management Association. (2003 - Present).

Associate Editor for Methodology, Journal of Managerial Psychology. (2017 - 2018).

Reviewer, Ad Hoc Reviewer, Journal of Occupational and Organizational Psychology. (2013 - 2018).

Reviewer, Ad Hoc Reviewer, Gifted Child Quarterly. (2012 - 2018).

Reviewer, Ad Hoc Reviewer, Journal of Managerial Psychology. (2008 - 2018).

Reviewer, Ad Hoc Reviewer, Basic and Applied Social Psychology. (2014 - 2016).

Reviewer, Ad Hoc Reviewer, Group Dynamics. (2012).

Reviewer, Ad Hoc Reviewer, Journal of Personality. (2012).

Reviewer, Ad Hoc Reviewer, Journal of Sport Management. (2012).

Reviewer, Ad Hoc Reviewer, Women and Health. (2012).

Reviewer, Conference Paper, Academy of Management. (2012).

Editorial Review Board Member, Academy of Management Learning and Education Journal. (2010 - 2012).

Reviewer, Ad Hoc Reviewer, Journal of Managerial Issues. (2008 - 2012).

Reviewer, Ad Hoc Reviewer, Journal of Business and Psychology. (2006).

C. Community:

Board Member, Wellness Advisory Board for San Marcos Independent School District, San Marcos, TX. (2012 - 2013).

D. Organization Memberships:

Southern Management Association (SMA). (September 2014 - Present).

Society for Industrial and Organizational Psychology (SIOP). (February 2, 2004 - Present).

American Psychological Association (APA Div 5). (January 1, 2003 - Present).

Academy of Management. (1998 - Present).

Society for Personality and Social Psychology (SPSP). (2016 - 2019).

Association for Psychological Science (APS). (2014 - 2019).

TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Name: Dr. Jana R. Minifie

Title: Professor

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	1983	Univ of South Carolina Columbia	Business Administration	
MBA	1979	Univ of South Carolina Columbia	Business Administration	
BSBA	1975	Bowling Green State University	Accounting	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Adjunct Doctoral Faculty, Materials Science, Engineering & Commercialization Director	Texas State University. San Marcos, TX, United States	July 2020 - Present
Professor	Texas State University-San Marcos	September 1, 2015 - Present 2000 - Present
Interim Chair, Dept. of Marketing	Texas State University-San Marcos	2000 - 2001
Associate Professor, Dept. of Management & Marketing	Texas State University-San Marcos	1988 - 2000
Assistant Professor, Information Systems & Decision Sciences	University of South Florida at Sarasota	1987 - 1988
Assistant Professor, Health Organization Management	Texas Tech School of Medicine	1985 - 1987
Assistant Professor, Information Systems & Quantitative Sciences	Texas Tech University	1982 - 1987
Visiting Assistant Professor, Management Science	University of South Carolina	1981

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Service-Learning Initiative Director	Texas State University	August 24, 2015 - Present
Speaker at Professional Organizations	Self-employed	1983 - 2005
Owner	Various small businesses	1987 - 2003

E. Other Professional Credentials (licensure, certification, etc.)

Ally's, Texas State University. (June 26, 2018 - Present).

Profit Mastery Facilitator, Profit Mastery. (December 2013 - Present).

II. TEACHING**A. Teaching Honors and Awards:**

Award / Honor Recipient: Favorite Professor, Alpha Chi National College Honor Society.

March 24, 2014

Award / Honor Recipient: Alpha Delta Phi Favorite Teacher, Alpha Delta Phi.

2008

B. Courses Taught:

Texas State University:

MGT 3340 - SMALL BUS MGT & EN

MGT 3361 - SMALL BUS OP & FIN

MGT 3362 - ISSUES IN FAM BUS

MGT 4330 - OPERATIONS MGT

MGT 4330 - PROD & OPER MGT

MGT 4350 - BUS PLAN DEVELOP

MGT 4351 - APPLIED ENTREP

MGT 4353 - INTEG FIELD PROJ

MGT 4375 - ORG BEH & HUM R

MGT 4390M - INTEG FIELD PROJ

MGT 4399 - IND STUDY IN MGMT

MGT 5333 - PROB IN BUS ADMIN

MKT 4395 - INDEPENDENT STUDY

C. Directed Student Learning (i.e. theses, dissertations, exit committees, etc.):

Member, Dissertation, Status: Proposal. (January 2021 - Present). Adult, Professional, and Community Education, Texas State University.
Student(s): Peggy Richmond, Doctoral, PhD.

Supervisor / Chair, Honor's Thesis, Status: Completed. (August 2020 - December 2020).
Student(s): Milana Ramkissoon.

Supervisor / Chair, Honor's Thesis, "Art Program Event for Teenagers", Status: Completed. (January 2020 - May 2020).
Student(s): Jazmine Beatty, Undergraduate, Communications Design.

Supervisor / Chair, Independent Study, "Honors - Customer Development Arts Program", Status: Completed. (August 2019 - December 2019).
Student(s): Jazmine Beatty, Undergraduate, Communication Design.

Supervisor / Chair, Independent Study, "Business Plan Development for Arts Program", Status: Completed. (January 2019 - May 2019).
Student(s): Jazmine Beatty, Undergraduate, Communication Design.

Member, Master's Thesis Committee Member, "The feasibility of shipping container hydroponic farming systems for food production and STEM education in universities.", Status: Completed. (January 2017 - December 2018). Other (Within Texas State University - San Marcos).
Student(s): Marcella Juarez, Graduate.

Member, Master's Thesis Committee Member, Status: Completed. (October 2016 - May 2017). Finance.
Student(s): Frances Brunner.

Directed Individual/Independent Study, "Banner Distilling", Status: Completed. (January 2016 - June 2016). Management.
Student(s): Adela Moreno.

Directed Individual/Independent Study, "Banner Distilling", Status: Completed. (January 2016 - June 2016). Management.
Student(s): Anthony Moreno.

Directed Individual/Independent Study, "Student Consulting Project", Status: Completed.
(January 2016 - June 2016). Management.
Student(s): Benito Salazar.

Directed Individual/Independent Study, "Banner Distilling", Status: Completed. (January
2016 - June 2016). Management.
Student(s): Dennis Keith Kelley.

Directed Individual/Independent Study, "Banner Distilling", Status: Completed. (January
2016 - June 2016). Management.
Student(s): Jessica Somers.

Directed Individual/Independent Study, "Autonomy in the Workplace", Status:
Completed. (January 2016 - May 2016). Management.
Student(s): Brian Hubbard.

Directed Individual/Independent Study, "Integrated Field Projects", Status: Completed.
(January 2016 - May 2016). Management.
Student(s): Jack Guenther.

Directed Individual/Independent Study, "Wilhite Performance", Status: Completed.
(January 2016 - May 2016). Management.
Student(s): Jacob Wilhite.

Directed Individual/Independent Study, "Banner Distillery", Status: Completed. (January
2016 - May 2016). Management.
Student(s): Jennifer Devries.
Adela Moreno.
Antonio Moreno.

Directed Individual/Independent Study, "Nibble", Status: Completed. (January 2016 -
May 2016). Other (Within Texas State University - San Marcos).
Student(s): Tyler Borders.

Member, Master's Thesis Committee Member, "ransforming Leadership in Healthcare
Through Feminism", Status: Completed. (August 2015 - May 2016). Other (Within
Texas State University - San Marcos).
Student(s): Jenna Stewart.

Directed Individual/Independent Study, "Transitioning from Family Owned Business to
Private Sector", Status: Completed. (August 24, 2015 - December 2015).
Management.
Student(s): David McCarley.

Directed Individual/Independent Study, "Business Plan: Event Planning", Status:
Completed. (January 2015 - May 2015). Management.
Student(s): Holly Carrico.

- Directed Individual/Independent Study, "Business Plan: Math Camp Growth Strategy", Status: Completed. (January 2015 - May 2015). Marketing.
Student(s): Seth Bleiler.
Nicholas Jones.
Chelsea Watkins.
- Member, Master's Thesis Committee Member, "Perceptions of Social Media in the Agricultural Industry", Status: Completed. (January 24, 2014 - January 2015). Other (Within Texas State University - San Marcos).
Student(s): Lauren Robinson.
- Directed Individual/Independent Study, "Business Plan: Airplane Engine Maintenance", Status: Completed. (August 2014 - December 2014). Management.
Student(s): Anthony Pakutka.
- Directed Individual/Independent Study, "Business Plan Development: HUB", Status: Completed. (August 2014 - December 2014). Management.
Student(s): Tyler Chase.
- Directed Individual/Independent Study, "Marketing Plan Development for a Local Businesses", Status: Completed. (June 2014 - August 2014). Management.
Student(s): Christopher Gonzalez.
- Directed Individual/Independent Study, "Development of Effective Communications", Status: Completed. (June 2014 - August 2014). Management.
Student(s): Jeffrey Krueger.
- Directed Individual/Independent Study, "Marketing Plan: Website Development", Status: Completed. (June 2014 - August 2014). Other (Within Texas State University - San Marcos).
Student(s): Lauren Robinson.
- Directed Individual/Independent Study, "Marketing Plan Development for Pumpkin Patch Project", Status: Completed. (June 2014 - July 2014). Other (Within Texas State University - San Marcos).
Student(s): Lauren Robinson.
- Directed Individual/Independent Study, "Graduate: Entrepreneurship/Financial Project", Status: Completed. (January 2014 - May 2014). Other (Within Texas State University - San Marcos).
Student(s): Ernest J Horn.
Jessica Simon.
- Directed Individual/Independent Study, "Business Plan: Whiskey/Moonshine", Status: Completed. (January 2014 - May 2014). Management.
Student(s): Islet Eric.
- Directed Individual/Independent Study, "Business Plan: Pet Day Care", Status: Completed. (January 2014 - May 2014). Management.

Student(s): Kari Bosien.

Directed Individual/Independent Study, "Business Plan: Massage", Status: Completed. (January 2014 - May 2014). Management.

Student(s): Lindsay Page.

Directed Individual/Independent Study, "Marketing Plan: Custom Welding Business", Status: Completed. (January 2014 - May 2014). Management.

Student(s): Tobias Visser.

Directed Individual/Independent Study, "Business Plan: Each Student Had their own Business", Status: Completed. (August 2013 - December 2013). Management.

Student(s): Drake Ballard.

Marco Irmer.

Dean Thomas.

Nicole Wind.

Directed Individual/Independent Study, "Marketing Plan: Non-Profit Business", Status: Completed. (August 2013 - December 2013). Other (Within Texas State University - San Marcos).

Student(s): Ruth Ajayi.

Directed Individual/Independent Study, "Business Plan: Each Student Had their own Business", Status: Completed. (May 2013 - August 2013). Management.

Student(s): Kayla Qualls.

Shehzad Ahmad.

Directed Individual/Independent Study, "Business Plan: Exploration New Business Opportunities", Status: Completed. (January 2013 - May 2013). Management.

Student(s): David Cother.

Undergraduate Honors Thesis, "Dreams to Reality", Status: Completed. (September 2009 - May 2010). Management.

Student(s): Katherine Blatzer.

E. Teaching Grants and Contracts

2. Submitted, but not Funded, External Teaching Grants and Contracts:

Minifie, Jana (Principal), Kilcrease, Laura (Co-Principal), Londa, Michelle (Co-Principal), Venumbaka, Reddy (Co-Principal). Type I: Texas State University I-Corps Site for Entrepreneurs, NSF, Federal, \$500,000.00. (Submitted: February 9, 2017). Grant.

F. Other:

Service Learning Fellow - Incorporating an innovating teaching method that engages students with community partners impacting students, faculty, communities, and universities. (January 15, 2017 - April 30, 2017).

Service Learning Fellow - Incorporating an innovating teaching method that engages students with community partners impacting students, faculty, communities, and universities. (September 1, 2016 - December 31, 2016).

Texas Rural Challenge Student Business Plan Competition. Students from Texas State received 1st, 2nd, and 3rd place. All of the teams had been mentored by me. I'm so proud of our students! (May 15, 2015 - August 31, 2015).

Service-Learning Fellow - Incorporating an innovating teaching method that engages students with community partners impacting students, faculty, communities, and universities. (January 15, 2015 - April 30, 2015).

Texas Rural Challenge Student Business Plan Competition. Students from Texas State received 1st, 2nd, and 3rd place. All of the teams had been mentored, in part, by me along with Bill Thompson (SBDC) (1st and 3rd place), land 2nd place team with Dr. David Cameron and Dr. Ken Mix. (May 15, 2014 - August 31, 2014).

Service-Learning Fellow - Incorporating an innovating teaching method that engages students with community partners impacting students, faculty, communities, and universities. (January 15, 2014 - April 30, 2014).

Service-Learning Fellow - Incorporating an innovating teaching method that engages students with community partners impacting students, faculty, communities, and universities. (September 1, 2013 - December 31, 2013).

Certification. 6. (May 2, 2014 - May 4, 2014).

Seminar, Profit Mastery. 6. (April 10, 2014 - April 29, 2014).

Student Accomplishments:

Award:

Mentor, First Place. "Appear Designs," Texas Rural Challenge, Waco, TX.
Status: Completed. (June 2016).
Student(s): Adam Nwaozo, Undergraduate, Computer Science.

Mentor, Third Place. "A& Extensions," Texas Rural Challenge, Waco, TX.
Status: Completed. (June 2015).
Student(s): Luaren Nwegbo, Undergraduate, Kinesiology.

Mentor, First Place. "Wilhite's Performance & Racing," Texas Rural Challenge, Waco, TX. Status: Completed. (June 2015).
Student(s): Jacob Wilhite, Undergraduate, Management.

Mentor, Second Place. "BioHarvest ATX," Texas Rural Challenge, Waco, TX. Status: Completed. (June 2015).
Student(s): Sheldon McNeal, Undergraduate, Management.

Mentor, Third Place. "White Whiskey," Texas Rural Challenge, Waco, TX.
Status: Completed. (June 2014).

Student(s): Eric Iselt, Undergraduate, Management.
Cole Popper, Undergraduate, Finance.
William Terry, Undergraduate, Finance.

Mentor, First Place. "SurVibe," Texas Rural Challenge, Waco, TX. Status:
Completed. (June 2014).

Student(s): Cory Hanes, Undergraduate, Management.

Mentor, Second Place. "Pumpkin Patch," Texas Rural Challenge, Waco, TX.
Status: Completed. (June 2014).

Student(s): Rosalie Kelley, Graduate, Agriculture.
Lauren Kelley, Graduate, Agriculture.

G. Teaching Professional Development Activities Attended

Conference Attendance, "State of Small Business," City of Austin Small Business,
Austin, TX, United States. (April 30, 2018).

Continuing Education Program, "Why Cybersecurity Matters to Your Business," San
Marcos Chamber of Commerce, San Marcos, United States. (March 17, 2018).

Institute, "Southern Campus Compact," Campus Compact. (February 2018).

Continuing Education Program, "SW I-Corps Node Closing Workshop," SW I-Corps
Node, Austin, TX, United States. (February 22, 2018).

Continuing Education Program, "SW I-Corps Node Mid-Term Review," SW I-Corps
Node, Austin. (February 8, 2018).

Continuing Education Program, "2017 Live2Lead," Live2Lead, San Marcos, United
States. (October 6, 2017).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

1. Books:

d. Chapters in Books:

Refereed:

Minifie, J. R., & Park, H. (2020). CH 11: Service-Learning Volunteerism
Reboot: A Case Study of a Funded Community-Engaged Scholarship. In
*Preparing Students for Community-Engaged Scholarship in Higher
Education*. USA: IGI Global. <https://doi.org/10.4018/978-1-7998-2208-0>

Minifie, J. R., & Park, H. (Published). Service-Learning Volunteerism Reboot: A Case Study of a Funded Community Engaged Scholarship. In *Preparing Students for Community-Engaged Scholarship in Higher Education*.

2. Articles:

a. Refereed Journal Articles:

Minifie, J., Bell, J., & Zhang, Y. (2018). Recruiting at Campus Job Fairs: Matching Candidate to Industry Requirements. *Journal of Behavioral and Applied Management*, 18(1), 33–46. Retrieved from <https://jbam.scholasticahq.com/>

Minifie, J., & Davis, K. (2013). Ensuring Gen Y Students Come Prepared for Class; then Leveraging Technology to Most Effectively Engage Them. *American Journal of Business and Management*, 2(1), 13–19. Retrieved from <http://worldscholars.org/index.php/ajbm/article/view/1078>

Minifie, J., Middlebrook, B., & Otto, V. (2011). Generational Specific Teaching Methods Applied To Entrepreneurial Students. *The Business Renaissance Quarterly*, 6(3), 79–96. Retrieved from www.brqjournal.com

Minifie, J., & Otto, V. (2011). Worker Fulfillment at the Service Industry Entry Level. *The Business Renaissance Quarterly*, 6(1).

Wardrope, W., Orza, V., Guild, T., & Minifie, J. (2009). International Business Curricula at AACSB and Non AACSB Accredited Universities. *Journal of Global Business Education*, 9, 35–49.

Minifie, J., Dietert, J., & Middlebrook, B. (2005). E-International Hospital Website Strategy Comparisons. *Mountain Plains Journal of Business and Economics*, 6. Published. Retrieved from www.mountainplains.org/general/2005general.html

Minifie, J. (2003). Film Industry Channel Innovations or with Digital Mvie Transmission will Popcorn Prices Drop at Movie Theaters? *International Business and Economics Research Journal*, 2(7), 27–38.

Minifie, J. (2002). Hospital E-Marketing Strategy Life-Cycle. *Journal of Contemporary Business Issues*, 10(2), 48–53.

West, V., Minifie, J., & Lockhart, M. (2001). E-Marketing Strategies Within the Healthcare Industry. *Journal of Contemporary Business Issues*, 9(2), 46–54.

West, V., & Minifie, J. (1998). A Small Business International Market Selection Model. *International Journal of Production Economics*, 56-57, 451–462.

West, V., & Minifie, J. (1997). Who Should Pay for Healthcare? - The Fortune 500 on Health Care. *Marketing Health Services*, 17(3), 4–11.

West, V., & Minifie, J. (1996). American Health Care Reform: An International Perspective. *International Journal of Production Research*, 46-47, 497–510.

Minifie, J., & Davis, R. (1990). Interaction Effects on MRP Nervousness. *International Journal of Production Research*, 28(1), 173–183.

Minifie, J., & Davis, R. (1987). Innovative Programs for the Long Term Survival of the American Hospital Industry. *Engineering Costs and Production Economics*, 12, 327–333.

Minifie, J., & Davis, R. (1986). Survey of MRP Nervousness Issues. *Production and Inventory Management*, 27(3), 111–120.

b. Non-refereed Articles:

Minifie, J., & Davis, R. A. (1990). Interaction Effects on MRP Nervousness. *International Journal of Production Economics*, 28(1), 173–183.

3. Conference Proceedings:

a. Refereed Conference Proceedings:

Minifie, J. R., Irvin, J. A., & Thompson, W. G. (Accepted / In Press). Texas State NSF I-Corps Experiential Program.

Minifie, J. R., Davis, P. E., Richmond, P. A., & Daugherty, G. (2021). Online Entrepreneurial Training Materials.

Otto, V., Minifie, J., & Middlebrook, B. (2011). Generational Specific Teaching Methods Applied to Entrepreneurial Students. Association of Collegiate Marketing Educators.

Minifie, J., Wardrope, W., & Middlebrook, B. (2009). Want to Reach Your College Students? Oklahoma City, OK: Proceedings of the Association of Collegiate Marketing Educators.

Wardrope, W., Orza, V., Guild, T., & Minifie, J. (2008). International Business Curricula at AACSB and Non AACSB Accredited Universities. Academy of International Business Southwest Chapter/Federation of Business Disciplines.

Otto, V., & Minifie, J. (2007). Healthcare Culture as Defined in Websites. San Deigo, CA: Proceedings of the Association of Collegiate Marketing Educators Conference.

- Otto, V., Minifie, J., & Middlebrook, B. (2006). Want to Reach Your College Students? You Need to Change Your Teaching Style. Proceedings of the Mountain Plains Management Conference.
- Minifie, J., Wardrope, W., & Dietert, J. (2005). A Study of Organizational Culture in South Texas. Academy of International Business Southwest Chapter/Federation of Business Disciplines.
- Minifie, J., Wardrope, W., & Hensley, B. (2005). A Study Of Organizational Culture: Acculturation, Assimilation, or Convergence. Myrtle Beach, SC: Proceedings of the Emerging Issues in Business & Technology Conference.
- Wardrope, W., & Minifie, J. (2005). Internationalizing The Business Curriculum: A Survey of Business College Deans. Dallas, TX: Proceedings of the Federation of Business Disciplines.
- Minifie, J. (2003). Fortune 500 Blood Drive Progras: Comparison of Pre and Post 9/11/01. Las Vegas, NV: International Business and Economics Research Conference.
- Minifie, J. (2003). International Hospital E-Marketing Strategy Comparisons. Proceedings of the Emerging Issues in Business and Technology Conference.
- Minifie, J. (2003). Hospital Internet Development Life Cycle: International Cimparison. Las Vegas, NV: Conference Proceedings for the American Society for Business and Behavioral Sciences Conference.
- Minifie, J. (2003). International Hospital E-Marketing Strategy Life-Cycle. Las Vegas, NV: Conference Proceedings for the American Society for Business and Behavioral Sciences Conference.
- Minifie, J. (2002). How Hospitals are Differentiating their Services on the Internet (pp. 274–279). Proceedings of the Amerian Society of Business and Behavioral Sciences Conference.
- West, V., Minifie, J., & Lockhart, M. (2001). E-Marketing Strategies Within the Healthcare Industry. 2001 Conference on Emerging Issues in Business and Technology.
- Minifie, J., West, V., & McClung, B. (2001). International Health Care Internet Usage. Las Vegas, Nevada: American Society of Business and Behavioral Sciences.
- West, V., & Minifie, J. (2001). Using Selling Process Steps in the Written Format for Maximum Effectiveness. Las Vegas, Nevada: American Society of Business and Behavioral Sciences.
- Minifie, J. (2001). College Preparation for Health Care Communciation. American Society of Business and Behavioral Sciences.

- West, V., & Minifie, J. (2000). Hospital Internet Marketing. Las Vegas, Nevada: Seventh Annual American Society of Business and Behavioral Sciences Meeting.
- Minifie, J., & West, V. (2000). Production Economics in International Health Care (Vol. 3, pp. 351–360). Igl, Austria: Preprints of the Eleventh International Working Seminar on Production Economics.
- West, V., & Minifie, J. (2000). The Ethics of On-Line Medical Advertising. Las Vegas, Nevada: Seventh Annual American Society of Business and Behavioral Sciences Meeting.
- West, V., & Minifie, J. (1999). Current Trends in Marketing Under Managed Health Care. Las Vegas, Nevada: Sixth Annual American Society of Business and Behavioral Sciences Meeting.
- Minifie, J., & West, V. (1999). Health Care Robotics: Current Trends in US Hospitals. Las Vegas, Nevada: Sixth Annual American Society of Business and Behavioral Sciences Meeting.
- Minifie, J., & West, V. (1999). Hospital's View of Managed Health Care. Las Vegas, Nevada: Sixth Annual American Society of Business and Behavioral Sciences Meeting.
- Minifie, J., & West, V. (1997). A Small Business International Market Selection Model (pp. 288–289). Proceedings of the Southern Marketing Association.
- West, V., Minifie, J., & Aiyer, J. (1996). Fortune 500 Executive Health Care Views (pp. 239–242). Southern Marketing Association Proceedings.
- West, V., & Minifie, J. (1996). Relationship Between Government and Business: An International Model (pp. 287–304). Preprints of the Ninth International Working Seminar on Production Economics.
- West, V., & Minifie, J. (1994). Healthcare Economics: An International Perspective (pp. 281–296). Igl, Austria: Proceedings of the Eighth International Working Seminar on Production and Economics.

10. Other Works in Print:

Newsletters:

- Minifie, J. R., & Irvin, J. A. (2018, October 15). Faculty Research Spotlight: Business and Science Collaboration Is Key to Successful NSF I-Corps Grant. *Engaging Research*. San Marcos, TX: Texas State University OAVPR.
- West, V., & Minifie, J. (1998). Seven Steps to Successful Product Cross Selling. Credit Union Executive.

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

Minifie, J. R., Irvin, J. A., Thompson, W. G., Small Business Institute, "Texas State NSF I-Corps Experiential Program," Small Business Institute, New Orleans, LA, United States. (February 2020).

Irvin, J., Minifie, J. R., Thompson, W. G., Smart, D. L., Small Business Institute Conference, "Best Practices of SBDC's with Host Institutions," Small Business Institute, Orlando, FL. (February 2019).

Minifie, J. (Presenter & Author), Bristol, R. (Presenter Only), Small Business Institute, "Don't Just Generate Financial Statements, Turn them into Useful Tools," Small Business Institute, San Diego, CA. (February 17, 2017).

Minifie, J. (Presenter & Author), Harper, P. J. (Presenter Only), Small Business Institute 40th Conference, "Best Practices: Capturing Potential SBDC Clients Using University Students," Small Business Institute, New Orleans, LA. (February 2016).

Minifie, J. (Author Only), Davis, K. (Presenter & Author), Mix, K. (Author Only), Lilly International Spring Conference, "Measuring Service Learning Outcomes and Community Engagement for Accreditation and Continuous Improvement," International Teaching Learning Cooperative, Austin, TX. (January 8, 2016).

West, V., Minifie, J., Ninth International Working Seminar on Production Economics, "Relationship Between Government and Business: An International Model," Production Economics, Igls/Innsbruck, Austria. (1996).

2. Invited Talks, Lectures, and Presentations:

Minifie, J., Small Business Festival, "Lean Canvas - Developing your Business Plan," Small Business Festival, Texas State University, Austin. (March 3, 2018).

West, V., Minifie, J., American Society of Business and Behavioral Sciences, "How Hospitals are Differentiating their Services on the Internet," American Society of Business and Behavioral Sciences, Las Vegas, NV. (2002).

West, V., Minifie, J., Lockhart, M., Conference on Emerging Issues in Business and Technology, "E-Marketing Strategies with the Healthcare Industry," Emerging Issues in Business and Technology. (2001).

Minifie, J., West, V., McClung, B., American Society of Business and Behavioral Sciences, "International Health Care Internet Usage," American Society of Business and Behavioral Sciences, Las Vegas, NV. (2001).

- West, V., Minifie, J., American Society of Business and Behavioral Sciences, "Using Selling Process Steps in the Written Format for Maximum," American Society of Business and Behavioral Sciences, Las Vegas, NV. (2001).
- West, V., Minifie, J., Seventh Annual American Society of Business and Behavioral Sciences Meeting, "Hospital Internet Marketing," American Society of Business and Behavioral Sciences, Las Vegas, NV. (2000).
- West, V., Minifie, J., Seventh Annual American Society of Business and Behavioral Sciences Meeting, "The Ethics of On-Line Medical Advertising," American Society of Business and Behavioral Sciences, Las Vegas, NV. (2000).
- West, V., Minifie, J., Sixth Annual American Society of Business and Behavioral Sciences Meeting, "Current Trends in Marketing Under Managed Health Care," American Society of Business and Behavioral Sciences, Las Vegas, NV. (1999).
- Minifie, J., West, V., Sixth Annual American Society of Business and Behavioral Sciences Meeting, "Health Care Robotics: Current Trends in US Hospitals," American Society of Business and Behavioral Sciences, Las Vegas, NV. (1999).
- Minifie, J., West, V., Sixth Annual American Society of Business and Behavioral Sciences Meeting, "Hospital's View of Managed Health Care," American Society of Business and Behavioral Sciences, Las Vegas, NV. (1999).
- West, V., Minifie, J., Aiyer, J., Pharmaceutical Management Science Association, "Executive HealthCare Views," Pharmaceutical Management Science Association. (1996).
- West, V., Minifie, J., Aiyer, J., Southern Marketing Association Conferencr, "Fortune 500 Executive Health Care View," Southern Marketing Association, New Orleans, LA. (1996).
- West, V., Minifie, J., Aiyer, J., Southern Marketing Association, "Fortune 500 Executive Health Care Views," Southern Marketing Association. (1996).
- West, V., Minifie, J., Ninth International Working Seminar on Production Economics, "Relationship Between Government and Business: An International Model," Production Economics. (1996).
- West, V., Minifie, J., Eight International Working Seminar on Production Economics, "Relationship Between Government and Business: An International Model," Production Economics, Igls/Innsbruck, Austria. (1994).

4. Workshops:

- Minifie, J. R., Kim, J., Compact20: The Promise of Full Democracy, Opportunity, Voice, "Building Transformative Service-Learning Partnerships to Promote Full Participation," Campus Compact, Seattle, WA, United States. (March 2020).

5. Other Works not in Print:

a. Works "submitted" or "under review":

Journal Articles:

Irvin, J. A., Minifie, J. R., & Thompson, W. G. (Submitted / Under Review). Best Practices of Small Business Development Centers with Host Institutions. *Small Business Institute Journal*. (July 10, 2020)

c. Other Works Not in Print:

Creative Works Cited in Conference Papers / Presentations:

Minifie, J. R., Small Business Institute, "Best Practice: Experiential Business Classes and SBDC Clients," Small Business Institute, Corpus Christi, TX, United States. (February 2018).

Minifie, J. R., Escobedo, J., Small Business Institute, "Incorporating Technologies for Service Learning to Manage Growth, Capture Metrics, Engage Community Partners, and Facilitate Better Projects," Small Business Institute, Corpus Christi, TX, United States. (February 2018).

Posters:

Minifie, J. R., Park, H. (KU), Compact20: The Promise of Full Democracy, Opportunity, Voice, "Good Design Work is Not a Free Movie: Funded Community-Engaged Scholarship," Campus Compact, Seattle, WA. (March 2020).

C. Scholarly / Creative Grants and Contracts:

1. Funded External Grants and Contracts:

Wang, Feng (Principal), Luo, Xiaohua (Co-Principal), Minifie, Jana Roberta (Co-Principal), Gong, Haitao (Supporting), Tao, Jueqiang (Supporting). StarImage: cost-effectiveness improved automated pavement condition survey system, NSF, Federal, \$50,000.00. (Submitted: August 27, 2020, Funded: January 2021 - January 2022). Grant.

Irvin, Jennifer A (Principal), Percent Contribution: 50%, Minifie, Jana Roberta (Co-Principal), Percent Contribution: 50%. Type I: Texas State I-Corps Site for Entrepreneurship, National Science Foundation, Federal, \$254,107.00. (Submitted: February 8, 2018, Funded: October 1, 2018 - September 30, 2021). Grant.

Minifie, Jana Roberta. Business Plan Development Workshops, Workforce Solutions Rural Capital Area, Federal, \$50,000.00. (Funded: January 1, 2021 - August 31, 2021). Grant.

Minifie, Jana Roberta (Principal), Percent Contribution: 0.04%, Zhao, Jeffrey Yefeng (Co-Principal), Percent Contribution: 3%. Women's Entrepreneurship Boot Camps, Texas Workforce Commission, State, \$55,306.00. (Funded: July 2019 - December 31, 2020). Grant.

2. Submitted, but not Funded, External Grants and Contracts:

Minifie, Jana Roberta (Principal), Mix, Kenneth D (Co-Principal), Anderson, Ryan Gerald (Co-Principal). Texas State Food & Agriculture Service-Learning Program, USDA NIFA SPECA, Federal, \$300,000.00. (Submitted: February 4, 2021). Grant.

Irvin, Jennifer A (Supporting), Percent Contribution: 50%, Minifie, Jana Roberta (Supporting), Percent Contribution: 50%. The National Science Foundation (NSF) I-Corps Hub, Accelerating and Commercializing Technologies in Texas (ACTx), National Science Foundation, Federal, \$4,255,000.00. (Submitted: August 2020). Grant.

Minifie, Jana Roberta (Principal), Cade, Tina Marie (Co-Principal), Natoli, Yvonne (Co-Principal). Texas state University Food & Agriculture Service Learning Grant, USDA, Federal, \$224,765.00. (Submitted: July 9, 2018, Funded: October 1, 2018 - August 31, 2020). Grant.

4. Submitted, but not Funded, Internal Grants and Contracts:

Jin, Tongdan (Principal), Minifie, Jana Roberta (Co-Principal). Performance Characterization and Commercialization Study of PV-PCM Systems, Texas State University, \$16,000.00. (Submitted: October 10, 2020). Grant.

Minifie, Jana (Co-Principal), Mix, Ken (Principal), Vattam, Dhiraj (Co-Principal). Reintroduction of acorn oil as an alternative oil crop for central Texas, Multi-disciplinary Internal Research Grant, Texas State University, \$25,000.00. (Submitted: December 15, 2014). Grant.

D. Scholarly / Creative Fellowships, Awards, Honors:

Award / Honor Recipient: Best Paper, SBDC Track, Small Business Institute.
February 2018

Award / Honor Recipient: Best Practice SBDC Award Presentation, Small Business Institute.
February 13, 2015

E. Scholarly / Creative Professional Development Activities Attended:

Conference Attendance, "Texas Rural Challenge," UTSA SBDC. (July 17, 2018 - Present).

Conference Attendance, "WiSE - Women in Science and Engineering," San Marcos, TX, United States. (March 2, 2018).

Continuing Education Program, "Dr. Sara Brand: The Next Big Opportunity as Investors and Investments," Incubator for Innovation and Impact, austin, TX, United States. (February 8, 2018).

Conference Attendance, "Grants and Ag Stakeholder Conference," Texas State Agriculture Department and Office of Research and Development, San Marcos, TX, United States. (August 10, 2015).

Continuing Education Program, "Foundations of Online Teaching," Texas State University, San Marcos, TX, United States. (July 11, 2015 - July 22, 2015).

Workshop, "Ready Set Launch," SBDC, SCORE, Big Austin, SM Chamber, San Marcos, TX, United States. (June 24, 2015).

Exploratory Grant Meeting, "Meeting with Texas USDA," Temple, TX, United States. (June 3, 2015).

Seminar, "NSF I-Corp," Texas State VP of Research & Federal Relations. (May 11, 2015).

Seminar, "LeaderCast 2015," San Marcos Chamber of Commerce. (May 8, 2015).

Workshop, "USDA Grant Opportunities," Texas State university: Office of Research Development. (May 7, 2015).

Conference Attendance, "Google Local U," Google, Austin, TX, United States. (November 3, 2014).

Seminar, "Cyber Security & Protecting Intellectual Property: Risks & Threats," University of Texas, Austin, TX, United States. (September 4, 2014).

Workshop, Texas State University. (July 2014).

Workshop, Texas State University. (June 2014).

Workshop, "GATO Training I," Texas State University. (June 2014).

Continuing Education Program, "Dealing with Difficult People," Fred Pryor Seminars, Austin, TX, United States. (June 11, 2014).

Continuing Education Program, "Profit Mastery," Profit Mastery University, Seattle, OR, United States. (April 2013 - May 2013).

Continuing Education Program, "Google Local/U," Google, Austin, TX, United States. (February 6, 2013).

IV. SERVICE

A. Institutional

1. University:

Graduate Advisor, Women in Business. (December 2020 - Present).

Undergraduate Advisor, National Society of Leadership and Success. (December 2020 - Present).

Graduate Advisor, MSEC. (August 2020 - Present).

Task Force Member, EverGreen Advisory Board. (October 2016 - Present).

Member, SLE Program Advisory Board. (August 2016 - Present).

Director, Office for Service-Learning Excellence. (September 1, 2015 - Present).

Member, New Ventures. (October 2018 - December 2020).

Organizer, Women's Entrepreneurship Week. (September 2017 - December 2020).

Advisory Board Member, Council for Community and Interdisciplinary Research Groups. (September 2017 - May 2020).

Faculty Advisor, Phi Beta Lambda. (December 2015 - May 2018).

Committee Member, 3 Day Startup. (January 13, 2014 - May 2018).

Chairperson, Budget Committee. (October 2012 - May 2017).

Student Org Advisor (Professional Org), Epsilon Nu Tau. (December 2009 - May 2016).

Committee Member, Entrepreneur Faculty Search Committee. (August 2015 - October 2015).

Committee Member, Search Committee: Ag Business & Management. (April 2015 - September 2015).

Faculty Advisor, Collegiate Entrepreneur's Organization. (August 2014 - September 2015).

Committee Member, Athletics Advisory Council. (August 2013 - August 2015).

Committee Member, Masters Oral Exam Committee. (January 2015 - May 2015).

Committee Member, Academic Affairs Budget Committee. (October 2012 - May 2015).

Committee Member, Faculty Handbook Committee. (August 2012 - May 2015).

Committee Chair, Matt & Jodi Edgar Undergraduate Texas State Business Plan Competition. (December 2014 - April 2015).

Committee Member, Academic Standards Committee. (2008 - 2010).

Faculty Advisor, Alpha Kappa Psi. (August 2006 - May 2010).

University Senate Service, Faculty Senate. (November 2008 - May 2009).

2. College:

College Liaison, Faculty Senate. (2006 - 2008).

3. Department/School:

Committee Member, Department of Management Curriculum Committee. (2008 - 2010).

B. Professional:

Facilitator, Profit Mastery University, San Marcos, TX, United States. (December 2013 - Present).

Judge, Baylor University New Venture Business Plan Competition, Waco, TX, United States. (November 2013 - Present).

Committee Member, Texas Rural Challenge Business Plan Competition, Austin, TX, United States. (November 2013 - 2017).

FEASIBILITY JUDGE, MATH CAMP, TEXAS STATE UNIVERSITY, SAN MARCOS, TX, United States. (July 2014).

Editorial Review Board Member, Journal of Healthcare Marketing. (2005 - 2012).

Editorial Review Board Member, Journal of Business and Behavioral Sciences. (2004 - 2012).

Reviewer, Journal Article, Journal of Contemporary Issues. (2004 - 2012).

Reviewer, Journal Article, Journal of Health Care Management. (2004 - 2012).

C. Community:

Committee Member, San Marcos Chamber of Commerce, San Marcos, TX. (August 2011 - Present).

Board Member, Aspire to Be Foundation, Austin, TX. (June 2012 - July 2019).

Member, Greater San Marcos Partnership - Entrepreneurial Committee, San Marcos, TX. (June 2018 - March 2019).

Chair, San Marcos Chamber of Commerce Business Advisory Committee, San Marcos, TX. (September 2017 - February 2019).

Chair, Mermaid Society, San Marcos, TX. (May 30, 2017 - October 2018).

Committee Member, TEXAS RURAL CHALLENGE, Austin, TX. (December 2014 - 2017).

Committee Member, TEXAS RURAL CHALLENGE STUDENT COMPETITION, SAN ANTONIO, TX. (November 2013 - 2017).

Session Chair, Governor's Small Business Forum, San Marcos, TX. (August 26, 2015).

MODERATOR, GREATER SAN MARCOS PARTNERSHIP, SAN MARCOS, TX. (May 2014 - July 2014).

Session Chair, Governor's Small Business Forum, San Marcos, TX. (June 2014).

Board Member, Epsilon Nu Tau Foundation, Austin, TX. (June 2010 - June 2012).

Board Member, The Walter Diez Molina Foundation. (2007 - 2010).

Committee Member, Reel Women in Film. (1997 - 2005).

Committee Member, Austin Circle of Theatres. (1990 - 2005).

D. Organization Memberships:

Academy of Management.

American Advertising Federation.

Association of Collegiate Marketing Educators.

Small Business Institute (SBI). (February 2015 - Present).

Federation of Business Disciplines. (January 2010).

E. Service Honors and Awards:

Award / Honor Recipient: Barshop Excellence Professor In Entrepreneurship, McCoy Foundation.

January 2016 - December 2018

Award / Honor Recipient: President's Excellence in Service, McCoy College of Business.

August 27, 2015

F. Service Grants and Contracts:

2. Submitted, but not Funded, External Service Grants and Contracts:

Minifie, Jana Roberta (Principal), Armstrong, Gay Lynn (Co-Principal), Biggan, Elizabeth Ann (Co-Principal), Ellis, Joanna Howard (Co-Principal), Czyzewska, Maria (Co-Principal), Daniel, Kristy Lynn (Co-Principal), Guerrero, Daniel (Co-Principal), Lu, Yongmei (Co-Principal), Meaney, Karen S (Co-Principal), Newton, Terry John (Co-Principal), Rayburn, Steven W (Co-Principal), Renick, Cecil O, Trad, Megan Lynn, Wagner, Nicole Catherine. Using Critical Service Learning to have long term impact on the whole life health needs of our community members, across their lifespan, Kresge Foundation, Private / Foundation / Corporate, \$350,000.00. (Submitted: July 2017). Grant.

G. Service Professional Development Activities Attended:

Continuing Education Program, "Greenville Inter-City Visit," San Marcos Chamber of Commerce & Texas State, greenville, SC. (May 20, 2018 - May 22, 2018).

Continuing Education Program, "Homeland security," San Marcos Chamber of Commerce. (February 2018).

Continuing Education Program, "Ready, Set, Launch," Texas State SBDC, San Marcos, TX, United States. (September 7, 2017).

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Bobbie J. Moore

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MBA	2000	Texas State University	Business Administration	
BBA	1993	Texas State University	Management	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Lecturer, McCoy College of Business	Texas State University	August 2020 - Present
Senior Lecturer	Texas State University	2005 - August 2020

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Assistant General Manager	Saks Fifth Avenue	2000 - 2005
General Manager	Off 5th – Saks Fifth Avenue Outlet	1995 - 2000
Assistant General Manager	Liz Claiborne Outlet Store	1993 - 1995

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Recipient: Excellence in Teaching Award, College of Applied Arts.
2015

Award / Honor Recipient: Excellence in Teaching Award, College of Applied Arts.
2008

B. Courses Taught:

Texas State University:

FM 1330 - INTRO FASHION MERC
FM 3320 - SPECIAL EVENTS
FM 3330 - BUYING PRINCIPLES
FM 3334 - FASH MERCH ADMIN
FM 4101 - SPECIAL PROB
FM 4301 - INTERNSHIP
FM 4302A - SPECIAL EVENTS
FM 4302G - CREATIVE PROBLEM SOLVING
FM 4331 - BUYING PRINCIPL II
FM 4337 - FASHION MERCHANDIS
FM 4391 - INDEPENDENT ST
MCS 5331 - STRATEG MERCH PLAN
MGT 3303 - MGT OF ORGANIZATION
MGT 4373 - HUMAN RESOURCE MGT
MGT 4378 - TRAINING & DEVELOPMENT
MGT 4393 - ENTR INTERNSHIP
NUTR 4301 - INTERNSHIP NUTR

D. Courses Prepared and Curriculum Development:

FM 3334 – Fashion Merchandising Administration, Curriculum Development, Texas State University: 2005 - Present.

FM 4301 – Internship in Fashion Merchandising Online, Curriculum Development, Texas State University: 2005 - 2020.

FM 4331 – Fashion Buying II, Curriculum Development, Texas State University: 2005 - 2020.

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

1. Books:

d. Chapters in Books:

Non-refereed:

Moore, B. J. (2008). In *Merchandising Mathematics for Retailing – Fourth Edition and Fifth Edition*.

Moore, B. J. (2005). In *Merchandising Mathematics for Retailing – Fourth Edition and Fifth Edition*.

B. Works Not in Print:

C. Scholarly / Creative Grants and Contracts:

1. Funded External Grants and Contracts:

Moore, Bobbie J (Principal). Leadership Workshop, Other, \$10,000.00. (Funded: January 2015 - December 2015). Grant.

Moore, Bobbie J (Principal). Diversity Initiative, Other, \$10,000.00. (Funded: January 2014 - December 2014). Grant.

Moore, Bobbie J (Principal). Leadership Workshop, Other, \$10,000.00. (Funded: January 2013 - December 2013). Grant.

Moore, Bobbie J (Principal). Leadership Workshop, Other, \$5,000.00. (Funded: January 2013 - December 2013). Grant.

Moore, Bobbie J (Principal). Leadership Workshop, Other, \$5,000.00. (Funded: January 2012 - December 2012). Grant.

Moore, Bobbie J (Principal). Leadership Workshop, Other, \$5,000.00. (Funded: January 2011 - December 2011). Grant.

Moore, Bobbie J (Principal). Leadership Workshop, Other, \$3,000.00. (Funded: January 2010 - December 2010). Grant.

3. Funded Internal Grants and Contracts:

Moore, Bobbie J (Principal). Leadership Lab – Minority and First Generation College Students, Other, \$5,000.00. (Funded: January 2016 - September 2016). Grant.

Moore, Bobbie J (Principal). Fashion Merchandising Institute – Attracting Minority and First Generation Students, Other, \$5,000.00. (Funded: June 2014 - December 2014). Grant.

E. Scholarly / Creative Professional Development Activities Attended:

Conference Attendance, "International Textile and Apparel Association." (2005 - 2020).

Conference Attendance, "The Big Show," National Retail Federation. (2010 - 2019).

Conference Attendance, "Shop.Org," National Retail Federation. (2012 - 2015).

IV. SERVICE

A. Institutional

3. Department/School:

Member, FM Search Committee. (2016).

Member, Strategic Planning Committee. (2016).

Advisor, Kohl's Case Study Competition. (2015 - 2016).

Advisor, National Retail Federation Student Association. (2015 - 2016).

Program Coordinator. (2015 - 2016).

Advisor, Fashion Merchandising Association. (2014 - 2016).

Member, Homecoming Committee. (2014 - 2016).

Co - Creator and Chair, Fashion Merchandising Career Forum. (2010 - 2016).

Co - Creator and Chair, Retail Symposium/FM Career Month. (2010 - 2016).

Internship Coordinator. (2005 - 2016).

Member, Scholarship Committee. (2005 - 2016).

Developer, Online Internship Workshop for FCS. (2015).

Member, Annual Review - Service Sub-Committee. (2014 - 2015).

Chair, FM Advisory Board. (2009 - 2014).

Member, Child Development Advisor Board. (2007 - 2009).

B. Professional:

Member, TJX Advisory Panel. (2012 - 2014).

Member, JCPenney Educator Advisory Panel. (2013).

Editor. (2005 - 2010).

C. Community:

Member, PTA – Walnut Springs Elementary. (2005 - 2016).

F. Service Grants and Contracts:

1. Funded External Service Grants and Contracts:

Moore, Bobbie J. Fashion Merchandising Career Forum Funding, Other,
\$39,950.00. (Funded: 2015). Grant.

Moore, Bobbie J. Fashion Merchandising Career Forum Funding, Other,
\$34,500.00. (Funded: 2014). Grant.

Moore, Bobbie J. Fashion Merchandising Career Forum Funding, Other,
\$32,700.00. (Funded: 2013). Grant.

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Christina J. Moore

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MS	2002	St. Edward's University	Organizational Leadership and Ethics	
BA	1984	St. Edward's University	Theatre and Marketing	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Lecturer	Texas State University	2014 - Present
Adjunct Professor	St. Edward's University	2002 - 2014
Lab Instructor	Texas State University	2013

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
CEO & Principal Consultant	Certain Solution	May 2005 - Present
Continuing Ed Instructor	University of Texas at Austin	1993 - 2017
Director of Global Employee Communication	Freescale Semiconductor	April 2004 - May 2005
Director of Global Employee Communication	Motorola Semiconductor	1999 - 2004
Communications and Public Affairs Manager for Europe, Middle East, and Africa	Motorola Semiconductor	June 1997 - August 1999
Employee Communication Manager, Austin Sites	Motorola Semiconductor	November 1993 - May 1997

E. Other Professional Credentials (licensure, certification, etc.)

Designing Your Online Course, Quality Matters. (2020 - Present).

Designing Your Online Course, Quality Matters. (2017 - Present).

FERPA Certification. (February 5, 2014 - Present).

Change Management Certification, Prosci. (2011 - Present).

Able Toastmaster, Toastmasters International. (1993 - Present).

Accredited in Public Relations, UAB. (1993 - Present).

Competent Toastmaster, Toastmasters International. (1989 - Present).

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Recipient: Nominee for Outstanding Adjunct Professor, St. Edward's University.
2011

B. Courses Taught:

Texas State University:

MGT 3353 - BUS COMMUNICATION

MGT 3453 - BCOMM & PROF DEVEL

MGT 4390J - ORG CHANGE

MGT 4390T - EFFECTIVE TEAMS AND GROUPS

St. Edward's University:

A-COMM 3312 - Innovation, Communication and Organizational Change

A-COMM 3301 - Foundations of Organizational Leadership and Communication

A-COMM 3302 - Leadership Theory and Group Performance

A-COMM 3312 - Innovation, Communication and Organizational Change

A-COMM 3322 - Group Communication and Team Building

HSCO 6312 - Professional Communication Skills

D. Courses Prepared and Curriculum Development:

MGT 3453 Business Communication and Professional Development, Curriculum Development, Texas State University. Taught: 2015 - 2016.

A-COMM 3302 Leadership Theory/Group Performance, Revise Existing Course, St. Edward's University. Taught: 2011.

F. Other:

Continuing Education, UT Center for Professional Education. (2011 - 2017).

Continuing Education, UT Center for Professional Education. (2014 - 2016).

Continuing Education, UT Center for Professional Education. (2003 - 2008).

Continuing Education, UT Center for Professional Education. (1993 - 1997).

Guest Lecture, Coach MBA students on making capstone presentations, MGT 5313. San Marcos, TX, United States. 24. (2018 - 2019).

Management / Executive Development, Strategic Communication & Social Media, McCoy College and the Institute for Global Business. 10. (2019).

Management / Executive Development, Texas Lottery Commission. (2017).

Management / Executive Development, McCoy's Building Supply. 8. (2015 - 2016).

G. Teaching Professional Development Activities Attended

Workshop, "How to Flip Zoom and Engage your Team," HRDQ. (January 27, 2021).

Seminar, "Images that Are Copyright-Compliant," Alkek Library. (September 9, 2020).

Tutorial, "Connect Writing Assignments," McGraw-Hill. (May 2020).

Seminar, "Designing a Better Writing Assignment," Texas State University. (2019).

Seminar, "Large Classes: Pedagogical Approaches," Texas State University. (2019).

Workshop, "Using Technology Tools to Evolve Beyond the Canned Elevator Speech," Association for Business Communication. (2018).

Conference Attendance, "Our Legacy: Our Relevance," National Communication Association. (2017).

Conference Attendance, "Shaping and Expanding the Landscape of Business Communication," Association for Business Communication. (2017).

Workshop, "Flipping and Expanding the Business Communication Classroom,"
Association for Business Communication. (2017).

Workshop, "LinkedIn and Glass Door for Faculty," Texas State University. (2017).

Conference Attendance, "Association for Business Communication." (2016).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

2. Articles:

a. Refereed Journal Articles:

Moore, C. J. (2020). Selections from the ABC 2019 Annual Conference, Detroit, Michigan: High Horsepower My Favorite Assignment sessions in Motor City. *Business and Professional Communication Quarterly*, 83, 347–8.

Whalen, D. J., & Moore, C. J. (2018). Selections From the ABC 2017 Annual Conference, Dublin, Ireland: Finding a Pedagogical Pot 'o Gold. *Business and Professional Communication Quarterly*, 81(2).

B. Works Not in Print:

2. Invited Talks, Lectures, and Presentations:

Moore, C. J., Texas Public Funds Investment Conference (Virtual), "Presenting with Credibility and Composure," Texas Association of Counties, Accelevents. (November 4, 2020).

Moore, C. J., ABC Annual Conference (Virtual), "The Triple Play for Improving Team Performance," Association for Business Communication. (October 2020).

Moore, C. J., Zeta Tau Alpha, "Building Your Professional Profile Through LinkedIn." (2019).

Moore, C. J., Texas State Student Chapter of Society of Human Resource Management, "Marketing Yourself in the Business World." (2019).

Moore, C. J., ABC Annual Conference, "My Favorite Assignment: Customizing Professional Development for Honors B-Comm." (2019).

Moore, C. J., ABC Annual Conference, "Innovative Instructional Methods: Tradition or Taboo: Investigating Business Communication in Other Cultures," Association for Business Communication. (October 2018).

Moore, C. J., Leadership Institute Leadership Development Workshop, "Presenting Powerfully," Texas State University, San Marcos, TX, United States. (April 2018).

Moore, C. J., Gunter, M. J., Alford, A. M., ABC Annual Conference, "Adding Professional Development to Today's Business Communication Curriculum to Better Prepare Students for Careers," Association for Business Communication. (2017).

Moore, C. J., Business Living-Learning Community Meeting, "Building Your Professional Profile through LinkedIn," Tower Hall, San Marcos, TX, United States. (2017).

Moore, C. J. (Panelist), Gunter, M. J. (Panelist), Alford, A. M. (Panel Chair), NCA Annual Conference, "Emerging Pedagogical Methods: The Professional Development Program as a Relevant Addition to Business Communication Coursework at Texas State University," National Communication Association and Association for Business Communication. (2017).

Moore, C. J., ABC Annual Conference, "Innovative Instructional Methods: The Professional Development Portfolio," Association for Business Communication. (2017).

Moore, C. J., ABC Annual Conference, "My Favorite Assignment: The Quick Speech," Association for Business Communication. (2017).

Moore, C. J., Chapter Meeting, "Business Communication and Public Speaking," Students in International Business, San Marcos, TX, United States. (November 2017).

Gunter, M. J., Moore, C., Alford, A., Association for Business Communication, "Adding Professional Development to Today's Business Communication Curriculum to Better Prepare Students for Careers," Association of Business Communication, Dublin, Ireland. (October 18, 2017).

Gunter, M. (Panelist), Moore, C. (Panelist), Alford, A. (Panelist), Association for Business Communication, "Shaping and Expanding the Landscape of Business Communication," Association for Business Communication, Dublin, Ireland. (October 18, 2017).

Moore, C. J. (Presenter & Author), Annual Professional Development Conference/Workshop, "Getting a Grip on Change Leadership," Austin HR Management Association, Austin, TX. (2013).

3. Consultancies:

Government, Texas Lottery Commission. (2017).

For Profit Organization, McCoy's Building Supply. (2015 - 2016).

Non-Governmental Organization (NGO), Mainland Preparatory Academy. (2015).

Government, Lower Colorado River Authority. (2014 - 2015).

For Profit Organization, Pivot U, Austin, TX. (2014).

For Profit Organization, TAKE Supply Chain, Austin, TX. (2014).

Non-Governmental Organization (NGO), Seton Healthcare Family, Austin, TX. (2013).

For Profit Organization, Applied Materials, San Jose, CA. (2010 - 2012).

Academic, Odyssey Academy, Galveston, TX. (2011).

For Profit Organization, Devon Energy, Houston, TX. (2007 - 2009).

For Profit Organization, Dell, Round Rock, TX. (2006 - 2008).

4. Workshops:

Moore, C. J., National Association of Women MBAs, "Presenting Yourself With Power and Polish," Texas State University's McCoy College, San Marcos, TX, United States. (November 2018).

5. Other Works not in Print:

b. Works "in progress":

Journal Articles:

Frei, S. S., Moore, C. J., & Gunter, M. J. (In Preparation; Not Yet Submitted).
Professional development: A necessary component in business communication courses?

E. Scholarly / Creative Professional Development Activities Attended:

Seminar, "McCombs Presents: Scott McClelland of H-E-B," UT. (December 2020).

Conference Attendance, "Annual Conference (Virtual)," Association for Business Communication. (2020).

Seminar, "Communication and Decision Making at a Fortune 100 in 2020," TxState's B-Comm & PD Team. (October 22, 2020).

Workshop, "Career Competencies," Competency Symposium. (May 2020).

Conference Attendance, "Innovations with Business Communication: Companies, Communities, and Classrooms," Association for Business Communication, Detroit, MI, United States. (2019).

Seminar, "An FBI Investigation of Enron: The Story of Good People Gone Bad," McCoy College. (2019).

Seminar, "Churchill's Destiny through Communication," Texas State University. (2019).

Seminar, "Entrepreneurial Leadership Panel," McCoy College. (2019).

Workshop, "Success Secrets of the Intentional Networker," McCoy College. (2019).

Conference Attendance, "Celebrating Diversity and Culture in Business Communication," Association for Business Communication, Miami, FL, United States. (2018).

Workshop, "Personal Branding," McCoy College. (2018).

Colloquium, "Teaching Excellence," McCoy College of Business Administration. (February 19, 2016).

Workshop, "Connect for Cardon 2/e textbook," McGraw-Hill, San Marcos, TX, United States. (August 20, 2015).

Workshop, "Business Communication Boot Camp with Peter Cardon," McGraw-Hill & University of Houston, Houston, TX, United States. (July 31, 2015).

Conference Attendance, "World Conference," International Association of Business Communicators, San Francisco, CA, United States. (June 14, 2015 - June 17, 2015).

Tutorial, "Connect," McGraw-Hill, San Marcos, TX, United States. (May 6, 2015 - May 7, 2015).

Leadership Panel for Business Leadership Week, "Diversity in the Workplace," McCoy College of Business Administration, San Marcos, TX, United States. (February 16, 2015).

Tutorial, "Using MindTap," Cengage, San Marcos, TX, United States. (November 19, 2014).

Conference Attendance, "2014 Southern Region Conference," IABC, Austin, TX, United States. (October 15, 2014 - October 17, 2014).

Workshop, "Teaching Large Classes," Texas State University, San Marcos, TX, United States. (October 9, 2014).

Seminar, "Business Ethics/Whistleblowing," McCoy College of Business Administration, San Marcos, TX, United States. (September 29, 2014).

Workshop, "Student Learning Outcomes: Where do we go from here?," Texas State University, San Marcos, TX, United States. (September 11, 2014).

Leadership Panel for Business Leadership Week, "Mental Health in the Workplace," McCoy College of Business Administration, San Marcos, TX, United States. (February 17, 2014).

IV. SERVICE

A. Institutional

1. University:

Faculty Advisor, Business Learning Community. (2019 - Present).

Guest Speaker, Texas State University. (2009).

Guest Speaker, The University of Texas at Austin. (2004).

Guest Speaker, St. Edward's University. (2003).

Guest Speaker, Texas State University's Mass Comm Week. (2001 - 2002).

Professional Advisor, Texas State University. (1999 - 2001).

Professional Advisor, The University of Texas at Austin. (1999 - 2001).

Guest Speaker, The University of Texas at Austin. (1993).

Guest Speaker, Texas State University. (1992).

2. College:

Member, Business Leadership Week Planning Committee. (2019 - Present).

Committee Member, Core Course Coordinator & Assurance of Learning Facilitator. (2014 - 2019).

Committee Member, Hiring Process for Accounting Professor. (2016).

Independent Judge, MBA Field Projects Presentation Competition. (2016).

Committee Chair, Curriculum Development for MGT-3453. (2015 - 2016).

3. Department/School:

Organizer, B-Comm & PD Distinguished Guest Speaker Series. (2020 - Present).

Co-chair, Family Campaign. (2015 - Present).

B. Professional:

Reviewer / Referee, National Communication Association/Association for Business Communication SIG. (2020).

Reviewer, Textbook, Oxford University Press. (2014).

Committee Chair, International Association of Business Communicators, Southern Region. (2013 - 2014).

Board of Directors of a Company, Drake Industries. (2005 - 2013).

Reviewer, Textbook, Oxford University Press. (2012).

Serve as a director on the board., Texas Public Relations Association. (2006 - 2010).

Reviewer, Textbook, McGraw Hill. (2008).

Board member, Universal Accreditation Board. (2006 - 2008).

Committee Chair, International Association of Business Communicators, Southern Region. (2006).

Committee Chair, Public Relations Society of America. (2005).

National chair of Employee Communication Section, Public Relations Society of America. (1991 - 2005).

Officer, Other Officer, Public Relations Society of America, Austin Chapter. (2001 - 2004).

Serve as a director on the board., Texas Public Relations Association. (2000 - 2001).

Committee Chair, Public Relations Society of America, Austin Chapter. (1999 - 2001).

Serve as a director on the board., Texas Public Relations Association. (1995 - 1997).

Serve as director on the board., Public Relations Society of America, Austin Chapter. (1994 - 1996).

C. Community:

Volunteer researcher/reviewer of applicants, Central Texas Ethics in Business Awards. (2002 - 2003).

Den leader, Boy Scouts of America. (1999 - 2001).

Participant, Leadership Austin. (1991 - 1992).

Officer, President/Elect/Past, Austin Junior Chamber of Commerce (Jaycees). (1988 - 1989).

D. Organization Memberships:

Association of Business Communication (ABC). (2015 - Present).

National Communication Association. (2017 - 2018).

International Association of Business Communicators (IABC). (March 26, 2006 - 2016).

Association of Change Management Professionals (ACMP). (April 1, 2012 - 2015).

Texas Public Relations Association (TPRA). (1995 - 2010).

Universal Accreditation Board (UAB). (2006 - 2008).

Public Relations Society of America (PRSA). (1991 - 2005).

E. Service Honors and Awards:

Award / Honor Recipient: Presidential Distinction Award for Excellence in Service,
McCoy College of Business Administration.
2015

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Dr. Byron L. Morgan Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	2009	Texas State University	Adult, Professional and Community Education	
MBA	1999	Texas State University	Business Administration	
BBA	1998	Texas State University	Finance	
AA	1996	Central Texas College	Business Administration	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Lecturer	Texas State University-San Marcos	2000 - Present
Lecturer	Austin Community College	2014 - 2016
Graduate Assistant Instructor	Texas State University-San Marcos	1999

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
People Lead	Walmart, Cedar Park, TX, United States	April 7, 2020 - Present
Scheduling Coordinator	Dell Computer Corporation	2015 - 2016
Business Systems Analyst	Dell Computer Corporation	December 2010 - September 2012
Support Director	Texas Department of Aging and Disability	2007 - 2009

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Regional Services Liaison	Services Texas Department of Aging and Disability Services	2006 - 2007
Budget/Systems Analyst	Texas Department of Aging and Disability Services	2001 - 2005
Developer	Cobb Information Systems Inc.	1999 - 2001
Collections Specialist	Jeweler's National Bank, Zales Inc.	1996 - 1998
Noncommissioned Officer	United States Army	1982 - 1995

II. TEACHING

B. Courses Taught:

Texas State University:

CIS 3317 - E-BUSINESS

GNST 4350 - INTERDISPLNRY PRJCT

MGT 3303 - MGT OF ORGANIZATION

MGT 4370 - BUSINESS ETHICS

MGT 4371 - BUS GOVT & SOCIETY

MGT 4371 - SOC RESP OF BUS

MGT 4371 - SOCIAL ISSUES MGT

MGT 4373 - HUMAN RESOURCE MGT

MGT 4375 - ORG BEH & HUM R

MGT 4380 - COMPENSATN MGT

MGT 4390C - BUSINESS ETHICS

MGT 4390F - ISSUES IN FAM BUS

MGT 4390J - ORG CHANGE

MGT 4399 - IND STUDY IN MGMT

MGT 5312 - SEMINAR IN MGT

F. Other:

Courses Prepared and Curriculum Developed:

Certified Nurses Aid

Austin Community College. (January 15, 2014 - April 30, 2014).

Courses Prepared and Curriculum Developed:

Organizational Change, MGT 4390J

Texas State University. (September 1, 2010 - December 31, 2010).

Courses Prepared and Curriculum Developed:

Organizational Change, MGT 4390J

Texas State University. (September 1, 2009 - December 31, 2009).

G. Teaching Professional Development Activities Attended

Seminar, "Online teaching certification," Office of Distance and Extended Learning,
Texas State University. (April 2020).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

2. Articles:

a. Refereed Journal Articles:

Manos, A. B., McCoy, R. B., & Morgan, B. (2005). A case study of Ph.D. cohort students and stress. *The Journal of Continuing Higher Education*, 53(2).

B. Works Not in Print:

2. Invited Talks, Lectures, and Presentations:

Morgan, B., "You Can Do It," Explosion of Leading Ladies: Preparing Yourself for Success, "Attending College as a Non-Traditional Student," Southwest Educational Research Association, Round Rock Higher Education Center. (April 23, 2008).

Morgan, B., Interdisciplinary Education Conference, "Cherishing and Celebrating Diversity Through Childrens Literature," World Council for Curriculum and Instruction, Tennessee State University, Nashville, TN. (October 23, 2003).

3. Consultancies:

Government, Department of Assistive and Rehabilitative Services. (2013).

5. Other Works not in Print:

c. Other Works Not in Print:

Copyrights:

Morgan, Byron L. "Morgan Goal Matrix". Number / ID: TXu001117651.
(Date Awarded: 2003).

D. Scholarly / Creative Fellowships, Awards, Honors:

Award / Honor Recipient: 2005 Scholarship Award, African American Awareness Committee, Texas Department of Aging and Disability.
2005

E. Scholarly / Creative Professional Development Activities Attended:

Continuing Education Program, "Business Analytics," Cornell University. (August 2020 - November 2020).

Workshop, "Grant Writing," Austin Community College. (February 10, 2020 - February 14, 2020).

F. Media Recognition:

TV, Round Rock Higher Education Center Television Commercial. (2005).

IV. SERVICE

A. Institutional

1. University:

Faculty Advisor, Student Leadership and Activities Organization. (January 2010 - Present).

Participant, Texas State University Mentor. (September 2008 - December 2008).

Faculty Mentor, Faculty Mentor. (July 2004 - July 2007).

C. Community:

Den Leader, Boys Scouts of America, Round Rock, TX.

Board Member, Parent Teacher Association, Great Oaks Elementary, Round Rock ISD, Round Rock, TX. (2013 - 2015).

Committee Member, Site Based Advisory Team - Great Oaks Elementary, Round Rock, TX. (September 1, 2011 - August 31, 2013).

Panel Member, Round Rock ISD Career Fair, Round Rock, TX. (2011).

D. Organization Memberships:

Alpha Kappa Psi.

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Dr. Kay M. Nicols

Title: Associate Professor

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	1998	Texas A&M University	Management	
BBA	1985	Texas A&M University	Finance	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Assistant Chair, Management	Texas State University. San Marcos, TX, United States	July 1, 2017 - Present
Program Chair, MS HRM Program	Texas State University	2012 - Present
Associate Professor, Dept. of Management	Texas State University-San Marcos	2008 - Present
Assistant Professor, Dept. of Management	Texas State University-San Marcos	2002 - 2008
Assistant Professor, Orfalea College of Business Management Area	Cal Poly State University, San Luis Obispo, CA	1998 - 2002
Lecturer	Cal Poly State University, San Luis Obispo, CA	1997 - 1998
Instructor/Doctoral Student, Dept. of Management	Texas A&M University, College Station, TX	1992 - 1997

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Investment Officer, Money Market Trading	First City, Texas N.A.	1989 - 1991
Assistant Vice President,	Bank One, Texas	1987 - 1989

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Money Market Sales Portfolio Assistant	N.A. Beutel, Goodman Capital Management Ltd.	1985 - 1987

E. Other Professional Credentials (licensure, certification, etc.)

SHRM-SCP, Society for Human Resource Management. (2015 - Present).

Senior Professional in Human Resources Certification, Human Resource Certification Institute. (2007 - Present).

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Recipient: Favorite Professor, Alpha Chi National College Honor Society.

November 2020

December 2017

May 2015

March 2011

Award / Honor Recipient: Favorite Professor, Alpha Delta Pi Sorority.

November 2012

Award / Honor Recipient: Outstanding Professor, Panhellenic Council of Texas State University.

February 2011

Award / Honor Recipient: Distinguished Professor, Sorority Women of Texas State University.

October 2008

Award / Honor Recipient: Presidential Award for Excellence in Teaching, President's Office.

2007

2005

Award / Honor Recipient: McCoy College of Business Advisory Board Teaching Excellence Award, McCoy College of Business Advisory Board.

2006

B. Courses Taught:

Texas State University:

ED 7378 - PROB IN EDUC
MGT 4373 - HUMAN RESOURCE MGT
MGT 4379 - ORG STAFFING
MGT 4390I - ORG STAFFING
MGT 4399 - IND STUDY IN MGMT
MGT 5301 - GRAD ASST DVLPMNT
MGT 5314 - ORG BEHAVIOR & THEORY
MGT 5330 - SEM IN HRM
MGT 5333 - PROB IN BUS ADMIN
MGT 5337 - ORG STAFFING

C. Directed Student Learning (i.e. theses, dissertations, exit committees, etc.):

Directed Individual/Independent Study, "Social Entrepreneurship: A Case Study of True Vineyard Ministries", Status: Completed. (August 2012 - May 2013). Other (Within Texas State University - San Marcos).
Student(s): Monica Inorio-Zerwas.

Supervisor / Chair, Supervised Research, "Engagement and the Core Self-Evaluations Scale", Status: Completed. (2010). Management.
Student(s): Candice Kendrick.
Krista Tucker.

Supervisor / Chair, Undergraduate Honors Thesis, Status: Completed. (2010).
Management.
Student(s): Holly Watson.

Supervisor / Chair, Supervised Research, Status: Completed. (2010). Management.
Student(s): Krista Tucker.

F. Other:

Master of Science in Human Resource Management, curriculum development for new degree program. (January 15, 2011 - April 30, 2011).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

1. Books:

a. Scholarly Monographs:

Refereed:

Nicols, K. (2001). *A Strategic Model of Temporary Staffing*. New York, NY: Routledge.

d. Chapters in Books:

Non-refereed:

Nicols, K., Ellis, R. A., & Glasgow, D. K. (2003). Flexible Employment in the U.S.A. chapter in *Contingent Employment in Europe and the United States*. Cheltenham, U.K.: Edward Elgar Publishing.

2. Articles:

a. Refereed Journal Articles:

Miller, B. K., Nicols, K. M., & Konopaske, A. R. (2019). Measurement invariance tests of revisions to archaically worded items in the Mach IV scale. *PLOS One*, *14*(10), e0223504. (Journal Ranking = A, 2018 Impact Factor = 2.776).

Miller, B. K., Nicols, K. M., Clark, S., Daniels, A., & Grant, W. (2018). Meta-analysis of coefficient alpha for scores on the Narcissistic Personality Inventory. *PLOS One*, *13*(12), e0208331.
<https://doi.org/https://doi.org/10.1371/journal.pone.0208331>

Miller, B., Adair, E. A., Nicols, K., & Smart, D. (2014). Hindering the Help: Politics and Engagement in Volunteer Service Organizations. *Journal of Managerial Issues*, *26*(4), 365–387.

Miller, B., & Nicols, K. (2011). A domain-specific validity study of the Core Self-Evaluation Scale. *Psychological Reports*, *109*(2), 603–625.

Miller, B., Nicols, K., & Eure, J. (2009). Body art in the workplace: Puncturing employment possibilities? *Personnel Review*, *38*(1), 621–640.

Wuest, B., Welkey, S., Mogab, J., & Nicols, K. (2008). Consumer shopping preferences: Similarities and differences among three generations. *Journal of Family and Consumer Sciences*, *100*(1), 31–37.

Wuest, B., S. Welkey, Mogab, J., & Nicols, K. (2008). Exploring Consumer Shopping Preferences: Three Generations. *Journal of Family and Consumer Sciences*, *100*(1), 31–37.

- Miller, B., & Nicols, K. (2008). Politics and justice: A mediated moderation model. *Journal of Managerial Issues*, 20(2), 214–237.
- Kirby, E., Keeffe, M., & Nicols, K. (2007). A study of the effects of innovative and efficient practices on the performance of hospice care organizations. *Health Care Management Review*, (32/4), 352–359.
- Bedell, M. D., Floyd, B. D., Nicols, K., & Ellis, R. A. (2007). Enterprise Resource Planning Software in the Human Resource Classroom. *Journal of Management Education*, 31(1), 43–63.
- Kirby, E., Keeffe, M., & Nicols, K. (2007). A Study of the Effects of Innovative and Efficient Practices on the Performance of Hospice Care Organizations. *Health Care Management Review*, 32(4), 352–359.
- Nicols, K., & Hillman, A. (2006). Blending personal values and organizational decision-making: An interview with Randall Graham, President-for-Life, Bonny Doon Vineyards. *Business Horizons*, 437–442.
- Darling, J., Keeffe, M., & Nicols, K. (2006). Successful Entrepreneurial Team-Building: A New Paradigm of Development Skills. *Journal of Business and Society*, 19(1 & 2), 143–159.
- Darling, J., Keeffe, M., & Nicols, K. (2005). High-Context Skills for Cross-Cultural Conflict Management: A Case Involving Marketing in the Peoples Republic of China. *Journal of Business and Society*, 18(1 & 2), 51–66.
- Mogab, J., Pisani, M. J., McGlashan, Nicols, K., Welkey, S., & Wuest, B. E. (2005). Maniefiesto: The Texas Sales Tax Rebate and Cross-border Mexican Shoppers. *Texas Business Review*, 1–5.

3. Conference Proceedings:

a. Refereed Conference Proceedings:

- Nicols, K. (2006). Locus of Control, Leader-Member Exchange, Organizational Politics, and Distributive Justice: A Mediated Moderation Model. (pp. 74–79). Atlanta, GA: Proceedings of the 2006 Southern Management Association Conference.
- Kirby, E., Keeffe, M., & Nicols, K. (2006). A study of the effects of industry trends on hospice care organizations: Insights for the United Kingdom. New Haven, CT: Proceedings of the Conference on Trends in Global Business.
- Welkey, S., Wuest, B., Nicols, K., Mogab, J., & Pisani, M. J. (2005). Outlet Shopping Centers: Perceptions of Hispanic and Non-Hispanic Consumers. (pp. 607–609). Alexandria, VA: Proceedings of the International Textile and Apparel Association, Inc.

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

Miller, B. (Presenter & Author), Adair, E. (Author Only), Nicols, K. (Author Only), Smart, D. (Author Only), Annual Conference of Academy of Management, "Hindering the help: Politics and engagement in volunteer service organizations," Vancouver. (August 2015).

Miller, B. (Presenter & Author), Nicols, K. (Author Only), Academy of Management conference, "University satisfaction for college students: A validity study of the core self-evaluations scale," Montreal, Canada. (2010).

Miller, B., Nicols, K., Eure, J., Society for Industrial and Organizational Psychology conference, "Body art in the workplace: A scenario-based experiment.," Society for Industrial and Organizational Psychology, San Francisco, CA. (2008).

2. Invited Talks, Lectures, and Presentations:

Nicols, K., Annual Meeting of International Textile and Apparel Association, "Outlet Shopping Centers: Perceptions of Hispanic and Non-Hispanic Consumers," International Textile and Apparel Association, Washington, DC. (November 2005).

5. Other Works not in Print:

c. Other Works Not in Print:

Posters:

Miller, B. K., Nicols, K. M., Annual Meeting, "Meta-analysis of coefficient alpha for scores on the Narcissistic Personality Inventory," Society for Industrial and Organizational Psychology, Chicago, IL, United States. (2018).

IV. SERVICE

A. Institutional

1. University:

Member, University Research Enhancement Grant College Review Committee. (2020 - Present).

Committee Member, Texas State Athletic Advisory Council. (August 2013 - Present).

Committee Member, Presidential Award for Excellence in Teaching Selection Committee. (January 2015 - May 2015).

Committee Member, Texas State University Child Development Center Faculty Advisory Board. (2009 - 2010).

Committee Member, Fashion Merchandising Faculty Search Committee. (2007 - 2008).

Committee Member, University Scholars Interview Committee. (2005).

2. College:

Program coordinator, MSHRM program. (September 2012 - Present).

Committee Member, McCoy College of Business Budget Committee. (2003 - Present).

Committee Member, University Research Enhancement Grant College Review Committee. (2012 - 2018).

Committee Member, Course Development and Instruction Team, BA 5351. (2009 - 2018).

Faculty Advisor, Beta Gamma Sigma International Honor Society. (2007 - 2016).

Committee Member, Business Leadership Week Planning Committee. (March 2013 - March 2015).

Faculty Advisor, Zeta Tau Alpha Women's Fraternity. (2007 - 2012).

Committee Member, Summative Review for Dean Smart. (January 2011 - April 2011).

External member, CIS/QMST Faculty Search Committee. (2009 - 2010).

Committee Member, McCoy College of Business Curriculum Committee. (January 2010 - May 2010).

Faculty Advisor, Phi Chi Theta Co-Ed Professional Business Fraternity. (2007 - 2008).

Committee Member, McCoy College of Business Research Enhancement Grant Committee. (2006 - 2007).

Committee Member, Beta Gamma Sigma Scholarship Selection Committee. (2005).

3. Department/School:

Faculty Advisor, Society for Human Resource Management. (2006 - Present).

Committee Member, Department of Management Budget Committee. (2002 - Present).

Committee Member, Department of Management Curriculum Committee. (2002 - Present).

Course Coordinator, MGT 4373 Course. (2002 - 2018).

Member, Faculty Search Committee, Business Communications position. (2017).

Committee Member, Faculty search committee, strategy position. (August 2015 - December 2015).

Committee Member, Faculty search committee, strategy position. (May 2013 - December 2013).

Coach, Texas HR Games. (2006 - 2010).

B. Professional:

Treasurer, Hill Country Human Resource Management Association, San Marcos, TX, United States. (January 2018 - December 2020).

Officer, President/Elect/Past, Hill Country Human Resource Management Association. (2011 - 2020).

President, Hill Country Human Resource Management Association. (January 2017 - December 2017).

Reviewer / Referee, Southern Management Association. (2017).

Committee Member, Society for Human Resource Management student advisors' council. (August 2016 - May 2017).

Reviewer, Conference Paper, Academy of Management. (August 1993 - January 2015).

Officer, President/Elect/Past, Hill Country Human Resource Management Association. (2010).

Officer, Vice President, Hill Country Human Resource Management Association. (2009).

C. Community:

Volunteer, Fig Tree Outreach, Wimberley. (2017 - Present).

Vice Chair - Community Outreach Committee, Prevent-A-Litter (PALS) of San Marcos, San Marcos, TX. (2010).

D. Organization Memberships:

Southern Management Association (SMA). (June 2015 - Present).

Hill Country Human Resource Management Association (HCHRMA). (January 2009 - Present).

Academy of Management. (August 1993 - Present).

Society for Human Resource Management. (August 1993 - Present).

E. Service Honors and Awards:

Award / Honor Recipient: College Achievement Award for Excellence in Service, McCoy College of Business Administration.
2020

Award / Honor Recipient: Presidential Award for Excellence in Service, McCoy College of Business Administration.
2016

Award / Honor Recipient: Presidential Distinction Award for Excellence in Service, Texas State University.
2014

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Dr. Lou Obdyke

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
JD	1975	Washburn University	Law	
BBA	1967	Texas A&M University	Business Administration	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Lecturer	Texas State University	2000 - Present
Seminar Lecturer	Lorman Education Services	1995 - 2001

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Investigator/Mediator	US Department of Defense	August 2011 - December 2020
Labor & Employment Managing Attorney	Continental Airlines, Inc.	2001 - 2010
Partner--Labor & Employment Law	Jackson Walker, LLP	1994 - 2001
Sr. Litigation Attorney & Associate General Counsel	Koch Industries, Inc	1986 - 1994
Attorney	Manitaz, Harris & Padgett, Inc.	1984 - 1986
Labor Attorney/Labor Relations Manager	Miller Brewing Company	1978 - 1984
Attorney	The Gas Service Company	1975 - 1978
Captain	U.S. Air Force	December 13, 1967 - August 4, 1972

E. Other Professional Credentials (licensure, certification, etc.)

Senior Professional in Human Resources, SHRM. (1997 - Present).

Labor and Employment Law Board Certification, Texas Board of Legal Specialization. (1990 - Present).

II. TEACHING

B. Courses Taught:

Texas State University:

HHR 5372 - LABOR RELAT & LAW

HHR 5374 - EMPLOYMENT LAW HLT

MGT 4373 - HUMAN RESOURCE MGT

MGT 4390S - BUS CONTR/NEGOTIAT

MGT 5380D - LAB REL & NEGOTIAT

POSI 5394 - LITIGATION

F. Media Recognition:

Magazine, HR Magazine. (December 2007).

Magazine, HR Magazine. (October 2005).

Newspaper, Austin Business Journal. (August 1997).

IV. SERVICE

B. Professional:

Committee Member, SHRM.

Ethic Panel, Society for Human Resource Management. (1981 - Present).

D. Organization Memberships:

Texas Association of Mediators (TAM). (September 2010 - Present).

Texas Bar Association. (May 1985 - Present).

Society for Human Resource Management (SHRM). (1981 - Present).

E. Service Honors and Awards:

Award / Honor Recipient: Senior Professional in Human Resources, The Human Resources Certification Institute of SHRM.

May 1997

Award / Honor Recipient: Board Certified in Labor and Employment Law, Texas Board of Legal Specialization.

December 1990

TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Name: Dr. Eve Prilipko

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	2014	Univ of the Incarnate Word	Education	
MS	2003	Canisius College	Organizational Communication Development	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Lecturer	University of Texas at Austin	2019 - Present
Per Course Lecturer, Management Co-Instructor	Texas State University Dreeben School of Education	2017 - Present
Graduate Research Assistant	Dreeben School of Education	2014 - 2015
Tutor, Department of Academic Development	Canisius College	2009 - 2014
		2002 - 2003

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Public Speaking Coach & Researcher	Dale Carnegie Training	2015 - Present
English & French Teacher	Schools # 11 & 12, Blagoveshchensk, Russia	1999 - 2001

E. Other Professional Credentials (licensure, certification, etc.)

Change Management Certificate, The School of Professional Studies at Concordia University Irvine. (2017 - Present).

Leadership Training for Managers, Dale Carnegie. (2017 - Present).

Effective Communication and Human Relations Course Coach Certificate, Dale Carnegie. (2016 - Present).

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Recipient: Transformational Online Instruction Contributions Award, UT Austin.

2021 - Present

Award / Honor Recipient: Excellence in Teaching Award, Texas State University.

2019 - Present

Award / Honor Recipient: Favorite Professor Award, Alpha Chi Honor Society.

2018 - Present

Award / Honor Recipient: McCombs BBA Faculty Honor Roll, McCombs at UT Austin.

2020 - 2021

B. Courses Taught:

Texas State University:

ED 7364 - TEAM DVLPMNT IN ED

MGT 3453 - BCOMM & PROF DEVEL

G. Teaching Professional Development Activities Attended

Seminar, "Foundations of Online Course," Texas State University. (2017).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

2. Articles:

a. Refereed Journal Articles:

Prilipko, E. V. (2019). Advancing Leadership and Followership Education with a Leader-Follower Unity Model. *Journal of Higher Education Theory and Practice*, 19(3), 145-152.

Prilipko, E. V., Beauford, J. E., & Antelo, A. (2019). Exploring emotional intelligence: A correlational study of follower attributes. *Journal of Management Policy and Practice*, 20(1), 86-94.

Prilipko, E. V. (2019). Follower Attributes: Perceptions of Leadership and Followership Experts in the United States. *Journal of Leadership, Accountability and Ethics*, 16(2), 56–63.

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

Prilipko, E. V., Moore, N., Wright, D., 20th Annual ILA Global Conference, "Pineapple Core: Meta-Analysis of Building Self-Confidence in Leaders and Followers with Dale Carnegie Training," West Palm Beach. (2018).

Prilipko, E. V., 18th Annual ILA Global Conference, "Exploring Emotional Intelligence: A Correlational Study of Follower Attributes," Atlanta, GA. (2016).

Prilipko, E. V., Wright, D., 18th Annual ILA Global Conference, "Little Golden Secret: A Mixed Method Study of Dale Carnegie Training," Atlanta. (2016).

E. Scholarly / Creative Professional Development Activities Attended:

Conference Attendance, "15th Annual ILA Global Conference." (2013).

IV. SERVICE

D. Organization Memberships:

International Leadership Association (ILA). (2020 - Present).

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Dr. Floyd F. Quinn

Title: Asst Professor of Practice

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	2011	Texas State University	Adult, Professional, and Community Education	
MED	1993	Boston University	Human Services and Human Resource Education	
BS	1981	University of Tampa	Marine Science and Biology	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Assistant Professor of Practice, Department of Management	Texas State University	2018 - Present
Lecturer	Texas State University	2013 - 2018
Senior Administrator/MBA Program Director	Texas Health and Science University	2013 - 2014
Adjunct Lecturer	University of the Incarnate Word	2012 - 2014

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Associate Director, Human Resources	Texas State University	2005 - 2012
HR Consultant	Texas State Auditor's Office	2001 - 2005
Director of Human Resources	Surrey, Inc.	1991 - 2001
Divisional Human Resources Manager	CCI/TRIAD	1994 - 1999
Major	U.S. Army	1982 - 1993

E. Other Professional Credentials (licensure, certification, etc.)

SHRM-Certified Professional, SHRM. (August 20, 2015 - August 20, 2021).

Professional in Human Resources, HRCI. (August 20, 1996 - August 20, 2021).

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Recipient: Alpha Chi Favorite Professor for 2021, Alpha Chi (Iota Chapter).

April 23, 2021

Award / Honor Recipient: 2018-2019 Stephany Goodbread Faculty Advisor of the Year, Texas State University & The Honors College.

April 18, 2019

B. Courses Taught:

Texas State University:

ADED 5330 - MANAGING ADULT ED

CATE 3340 - OCC SKILLS 21 CENT

ED 7364 - TEAM DVLPMNT IN ED

MGT 4373 - HUMAN RESOURCE MGT

MGT 4375 - ORG BEH & HUM R

MGT 4378 - TRAINING & DEVELOPMENT

MGT 4380 - COMPENSATN MGT

MGT 4390T - EFFECTIVE TEAMS AND GROUPS

MGT 5314 - ORG BEH & THEORY

MGT 5333 - PROB IN BUS ADMIN

MGT 5336 - COMP AND BENEFITS

MGT 5338 - HUMAN RESOURCE DEV

MGT 5380C - GROUP DYNAMICS

US 1100 - UNIVERSITY SEMINAR

Vienna University of Economics and Business (Wirtschaftsuniversität Wien, Austria):

Business Ethics and Corporate Social Responsibility

C. Directed Student Learning (i.e. theses, dissertations, exit committees, etc.):

Supervisor / Chair, Honor's Thesis, Status: In Progress. (April 20, 2018 - Present).
Management, Texas State University.
Student(s): Leanna Mouton, Undergraduate.

Supervisor / Chair, Honor's Thesis, Status: Completed. (May 2013). Management,
University of the Incarnate Word.
Student(s): Jonathan Aur.

D. Courses Prepared and Curriculum Development:

MGT 4390T Effective Teams and Groups, New Course, Texas State University. Taught:
July 2018 - August 2018.

MGT 4373 Human Resource Management, Revise Existing Course, Texas State
University. Taught: August 2017 - December 2017.

F. Other:

Assigned and trained a faculty intern for the US1100 common course for freshman.
(January 15, 2015 - April 30, 2015).

Assisted with a summer course on business ethics and social responsibility conducted at
Vienna University of Economics and Business (Wirtschaftsuniversität Wien, Austria).
(May 15, 2009 - August 31, 2009).

G. Teaching Professional Development Activities Attended

Workshop, "Camp Canvas: Choose Your Own Adventure," Texas State University. (May
21, 2020).

Workshop, "Camp Canvas: Connect and Engage for Student Success," Texas State
University. (May 21, 2020).

Workshop, "Camp Canvas: Canvas Essentials," Texas State University. (May 20, 2020).

Workshop, "Their Cheating Hearts: Tips for Maintaining Academic Integrity While
Teaching Remotely," Texas State University. (April 8, 2020).

Conference Attendance, "South Texas Human Resources Symposium," San Antonio
Human Resource Management Association, San Antonio, TX, United States. (February
8, 2018 - February 9, 2018).

Workshop, "MCTRI (Multicultural Curriculum Transformation and Research Institute)," Texas State University, San Marcos, TX, United States. (May 22, 2017 - May 26, 2017).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

1. Books:

d. Chapters in Books:

Refereed:

Quinn, F. F., & Thorne, D. M. (2014). Effective communication with stakeholders (Ch. 5). In R. P. Hill & R. Langan (Eds.) (pp. 108–134). USA: Handbook of Research on Marketing and Corporate Social Responsibility/Edward Elgar Publishing.

e. Creative Books:

Quinn, F. F., & Robbins, S. (2004). *Texas Human Resources Management Statutes Inventory – 2004/2005 Biennium* (p. 155). Austin, TX, USA: Texas Human Resources Management Statutes Inventory – 2004/2005 Biennium. Texas State Auditor's Office.

2. Articles:

a. Refereed Journal Articles:

Quinn, F. F., Thorsteinsson, E., & Weaver, N. (2020). U.S. Workers Weigh-in on the Issue of Portable Benefits. *Journal of Public Affairs*. Published. Retrieved from <https://onlinelibrary.wiley.com/doi/epdf/10.1002/pa.2140>

Quinn, F. F. (2017). Factors affecting perceptions of self-value among employees of child welfare agencies. *Child Welfare League of America*, 95(5), 39–58.

Thorne, D. M., & Quinn, F. F. (2017). Supplier Resources in the Sharing Economy: Three Regulatory Concerns. *Journal of Marketing Channels*, 24(1-2), 73–83. <https://doi.org/10.1080/1046669x.2017.1347003>

Thorne, D. M., & Quinn, F. F. (2016). Private Governance in the Supply Chain. *Journal of Marketing Channels*, 23(1-2), 11–21. <https://doi.org/10.1080/1046669X.2016.1147340>

Quinn, F. F., Miller, B., & Thorne, D. M. (2015). Diversity management and public orientation as predictors of service orientation in higher education. *Journal of Higher Education Management*, 30(1), 131–146. Retrieved from <http://www.aaau.org/journals/pdfs/JHEM%2030%20ONLINE.pdf>

Quinn, F. F., & Thorne, D. M. (2014). The influence of organizational effectiveness and other correlates on the job satisfaction of staff employees at four year institutions of higher education. *Business Studies Journal*, 6(2), 67–84.

Quinn, F. F., Reardon, R., & Price, L. (2013). The effects of employment development and other factors on job satisfaction among staff employees of four year institutions of higher education. *Journal of Higher Education Management*, 28(1), 81–94. Retrieved from http://www.aaua.org/journals/pdfs/JHEM_Vol_28-1_Web_Edition_2013.pdf

b. Non-refereed Articles:

Quinn, F. F., & Thorne, D. M. (2014). Reviewing golf lessons for business enterprises. *Ivey Business Journal*, (July/August). Retrieved from <http://iveybusinessjournal.com/publication/reviewing-golf-lessons-for-business-enterprises/>

5. Reports:

Quinn, F. F., Schneider, S., & McCabe, K. (2004). *An annual report on full-time classified state employee turnover for 2004* (705th ed., Vol. 05, p. 75). Austin, TX, USA: An annual report on full-time classified state employee turnover for 2004, Texas State Auditor's Office. Retrieved from <http://www.sao.texas.gov/reports/main/05-705.pdf>

Quinn, F. F., Pearson, S., & Torres, J. (2004). *A salary parity study of the state's property management employees* (703rd ed., Vol. 04, p. 11). Austin, TX, USA: A salary parity study of the state's property management employees, Texas State Auditor's Office. Retrieved from <http://www.sao.texas.gov/reports/main/04-703.pdf>

Schneider, S., McClure, S., Quinn, F. F., Bailey, C., & Pearson, S. (2002). *A Biennial Report on Recommended Changes to the State's Compensation System for Fiscal Years 2004-2005* (701st ed., Vol. 03). Austin, TX, USA: A Biennial Report on Recommended Changes to the State's Compensation System for Fiscal Years 2004-2005. Retrieved from <http://www.sao.texas.gov/reports/main/03-701.pdf>

7. Essays:

Quinn, F. F. (2018). *Human resource development, ethics, and the social good*. *New Horizons in Adult Education and Human Resource Development* (2nd ed., Vol. 30). Wiley.

10. Other Works in Print:

Encyclopedia Entries:

Thorne, D. M., & Quinn, F. F. (2018). In-Kind Contributions. In *The SAGE Encyclopedia of Business Ethics and Society* (pp. 1850–1851). Thousand

Oaks, CA, US: SAGE Publications, Inc.
<https://doi.org/http://dx.doi.org/10.4135/9781483381503.n613>

Thorne, D. M., & Quinn, F. F. (2018). Violence in the Workplace. In *The SAGE Encyclopedia of Business Ethics and Society* (pp. 3549–3550). Thousand Oaks, CA, US: SAGE Publications, Inc.
<https://doi.org/http://dx.doi.org/10.4135/9781483381503.n1233>

Encyclopedia of Business Ethics and Societys:

Quinn, F. F. (2018). *Jurgen Habermas, Online Education, Employee Relations*. (R. W. Kolb, Ed.) (Second). USA: Encyclopedia of Business Ethics and Society.

Thorne, D. M., & Quinn, F. F. (2018). *In-kind contribution, Violence in the workplace*. (R. W. Kolb, Ed.). Encyclopedia of Business Ethics and Society.

Research Methods Cases:

Quinn, F. F. (2020). *The Use of Facebook and Other Social Media Platforms in Social Science Research*. *SAGE Research Methods Cases*. SAGE.

B. Works Not in Print:

2. Invited Talks, Lectures, and Presentations:

Quinn, F. F., 2020 Women in Science and Engineering Conference, "Group Effectiveness." (March 6, 2020).

Quinn, F. F., 2018 Frontiers in Service Conference, "Factors Affecting Perceptions of Self-Value among Employees of Child Welfare Agencies," Texas State University. (September 12, 2018).

Quinn, F. F., Faculty Focus Workshop, "Using Social Media to Pursue and Promote Your Professional Agenda," Faculty Development. (November 6, 2020).

Quinn, F. F., Academy of Business Research Spring 2020 New Orleans Virtual Conference, "U.S. Workers Weigh-in on the Issue of Portable Benefits," Academy of Business Research. (March 26, 2020).

Quinn, F. F., Faculty Focus Workshop, "Using Social Media to Pursue and Promote Your Professional Agenda," Texas State University. (March 14, 2019).

Quinn, F. F., 2017 Women in Science and Engineering Conference, "The Marshmallow Challenge," Texas State University, San Marcos, TX, United States. (April 15, 2017).

Quinn, F. F., 6th Annual General Business Conference, "The effects of organizational effectiveness, quality of work, and compensation on job," Sam Houston State University, Sam Houston State University. (April 2014).

Quinn, F. F., CUPA-HR Lone Star Chapter Annual Conference, "The effects of employment development and other factors on job satisfaction among staff employees of four year institutions of higher education," CUPA-HR, Austin, TX. (February 2014).

4. Workshops:

Shields, P. M., Rohde, R. E., Quinn, F. F., "Using Social Media As a Tool to Advance Your Professional Agenda," Faculty Development Texas State University, Texas State University, San Marcos, TX, United States. (November 6, 2020).

Shields, P. (Presenter), Rohde, R. E. (Presenter), Quinn, F. F. (Presenter), "Using Social Media as a Tool to Advance Your Professional Agenda," Faculty Development, Texas State University, San Marcos, TX. (March 14, 2019).

Quinn, F. F., "Using Social Media to Pursue and Promote Your Professional Agenda," Texas State University - Alkek 105, San Marcos, TX, United States. (February 12, 2018).

5. Other Works not in Print:

b. Works "in progress":

Edited Books:

Napier, R., & Quinn, F. F. (In Preparation; Not Yet Submitted).
Groups: Theory and Experience (8th ed.).

C. Scholarly / Creative Grants and Contracts:

3. Funded Internal Grants and Contracts:

Quinn, Floyd F, Percent Contribution: 70%, Weaver, Nicolina (Supporting), Percent Contribution: 15%, Thorsteinson, Erik (Supporting), Percent Contribution: 15%. 2017 McCoy College of Business Administration Research Grant, Texas State University, \$1,680.00. (Funded: May 1, 2017 - May 1, 2018). Grant.

D. Scholarly / Creative Fellowships, Awards, Honors:

Award / Honor Recipient: 2018 College Achievement Award for Excellence in Scholarly/Creative Activities, McCoy College of Business Administration.
August 23, 2018

Award / Honor Recipient: 2016 College Achievement Award for the Presidential Award for Excellence in Scholarly/Creative Activities, Texas State University, Department of Management.
August 25, 2016

Award / Honor Recipient: Jerome L. Neuner Award for Excellence in Professional-Scholarly Publication, American Association of University Administrators. January 27, 2016

E. Scholarly / Creative Professional Development Activities Attended:

Workshop, "2019 McCoy College Research Networking Event." (March 8, 2019).

Workshop, "McCoy College Research Jumpstart." (November 10, 2017).

Workshop, "Familiarization Training with MPlus," Todd Little's Stats Camp, Brea, CA, United States. (January 5, 2017 - January 7, 2017).

Conference Attendance, "Daniels Fund Ethics Initiative and Teaching Business Ethics," University of New Mexico and Mexico State University, Sante Fe, NM. (April 2015).

Workshop, "Applying the QM Rubric," Quality Matters. (January 2015).

Workshop, "Designing Your Online Course," Quality Matters. (November 2014).

Workshop, "Theory Construction and Model Building," Texas State University. (October 2014).

Workshop, "Bivariate Correlation," Texas State University. (March 2014).

Workshop, "Linear Regression," Texas State University. (March 2014).

Workshop, "Effective Assessments," Texas State University. (February 2014).

Workshop, "Introduction to Quantitative Research," Texas State University. (February 2014).

Workshop, "Model Building," Texas State University. (February 2014).

Workshop, "Recovery of Missing Data," Texas State University. (October 2011).

Workshop, "Item Response Theory," Texas A&M. (May 2011).

Workshop, "Logistic Regression Analysis," Texas A&M. (May 2011).

Workshop, "Advanced Topics in Equation Modeling," Texas State University. (May 2010).

Workshop, "Introduction to SEM," Texas State University. (May 2010).

Workshop, "Regression-based Tests for Mediation and Moderation," Texas State University. (May 2010).

F. Media Recognition:

Radio, KTSW FM 89.9. (March 26, 2021).

IV. SERVICE

A. Institutional

1. University:

Student Faculty Advisor (Professional Org), SHRM Texas State Student Chapter. (September 23, 2015 - Present).

Poster Judge, 15th Annual Undergraduate Research Conference. (April 23, 2021).

Poster Judge, 14th Annual Undergraduate Research Conference. (April 23, 2020).

Poster Judge, 11th Annual International Research Conference for Graduate Students. (November 5, 2019).

Undergraduate Marshal, Fall Commencement. (May 12, 2018).

Poster Judge, 12th Annual Undergraduate Research Conference. (April 20, 2018).

Session Chair, Ninth Annual International Research Conference for Graduate Students. (November 8, 2017).

Member, University of the Incarnate Word Extended Academic Programs Curriculum Committee. (2015 - 2016).

Session Chair, Eighth International Research Conference for Graduate Students. (November 16, 2016).

Judge, Undergraduate Research Conference. (April 22, 2016).

Attendee, Award Ceremony, Beta Gamma Sigma Induction Ceremony. (April 20, 2016).

Guest Speaker, Society for Human Resource Management Student Chapter. (April 13, 2016).

Student Org Advisor (Professional Org), Bobcat Build. (April 2, 2016).

Committee Member, UIW Extended Academic Programs Curriculum Committee. (2015).

Attendee, Award Ceremony, Beta Gamma Sigma. (October 20, 2015).

Session Chair, 6th Annual Research Conference for Graduate Students.
(November 6, 2014).

2. College:

Judge, Summer 2020 MBA Capstone Presentations. (July 14, 2020).

Perform duties as needed in support of the College of Education, Designated
Doctoral Faculty. (February 13, 2014 - December 31, 2016).

Program Enrollee Interviews-College of Education, Ph.D. in Adult, Professional
and Community Education. (February 26, 2016).

3. Department/School:

MGT 4373 Course Coordinator. (August 1, 2019 - Present).

New Instructor Evaluation - Rich Weider. (March 13, 2019).

Faculty Judge, OWLS Graduate Forum. (March 2013).

B. Professional:

External Examiner, ACE Business Courses, University College Cork, Cork, Ireland.
(August 28, 2020 - Present).

Officer, Other Officer, Hill Country Human Resource Management Association. (January
1, 2017 - Present).

Attendee, Meeting, Hill Country Human Resource Management Association, Seguin, TX,
United States. (March 15, 2014 - Present).

Reviewer / Referee, SAGE Publications. (February 15, 2019 - March 2, 2019).

HCHRMA Strategic Planning 7/26/18, Hill Country Human Resource Management
Association, San Marcos, TX, United States. (July 26, 2018).

Reviewer, Journal Article, Journal of Workplace Learning. (July 17, 2016).

Guest Speaker on the topic of workplace/employment issues, New Braunfels Chamber of
Commerce, New Braunfels, TX, United States. (March 10, 2016).

Reviewer, Journal Article, Journal of Marketing Channels. (April 1, 2015).

Reviewer, Conference Paper, AERA Division D Graduate Student In-progress Research
Gala. (February 1, 2015).

Reviewer, Journal Article, Journal of Marketing Channels. (February 1, 2015).

Session Chair, 6th Annual General Business Conference, Sam Houston State University.
(April 11, 2014).

C. Community:

ESL Tutor, Literacy Austin. (2007 - 2008).

Committee Member, Disability Assistance of Central Texas. (2003 - 2005).

Business Advocate, Austin State School. (2002 - 2005).

Business Advocate, Austin Travis County Mental Health Mental Retardation Center.
(2002 - 2005).

Business Advocate, Texas School for the Blind and Visually Impaired. (2002 - 2005).

D. Organization Memberships:

Hill Country Human Resources Management Association (HCHRMA). (March 15, 2014 - Present).

Society for Human Resource Management (SHRM). (March 15, 2014 - Present).

Austin Human Resource Management Association (AHRMA). (2013 - 2014).

Texas Higher Education Human Resources Association (THEHRA). (2005 - 2012).

Texas State Human Resources Association (TSHRA). (2002 - 2005).

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Dr. Indu Ramachandran

Title: Associate Professor

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	2012	Univ of Texas at San Antonio	Business Administration	
MBA	2004	Texas Tech University	General Business	
BBA	2003	Texas Tech University	Management Information Systems	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Assistant Professor	Texas State University	January 2014 - Present
Lecturer	Texas State University	September 1, 2012 - December 31, 2013
Lecturer	University of Texas at San Antonio	September 2008 - May 2012
Lecturer	Texas Tech University	June 2004 - May 2005

II. TEACHING

B. Courses Taught:

Texas State University:

B A 5351 - ORG PERF & COMP AD

MGT 4335 - STRATEG MGT & BUS

MGT 5333 - PROB IN BUS ADMIN

University of Texas at San Antonio:

Introduction to Organization Theory, Behavior, and Management

Introduction to Organization Theory, Behavior, and Management
Introduction to Organizational Theory, Behavior, and Management

Introduction to Organizational Theory, Behavior, and Management

Introduction to Organizational Theory, Behavior, and Management

Strategic Management

C. Directed Student Learning (i.e. theses, dissertations, exit committees, etc.):

Directed Individual/Independent Study, "Cross cultural issues in Business", Status: Completed. (2014 - 2015). Management.
Student(s): Pankaj Notiyal.

Member, Master's Thesis Committee Member, "The importance of having a Demand Driven Supply Network and how supplier selection and performance evaluation is important for industry success", Status: Completed. (2013 - 2014). Management.
Student(s): Natasha Diaz.

D. Courses Prepared and Curriculum Development:

BA 5351-Organization Performance and Competitive Advantage, Revise Existing Course, Texas State University. Approved: 2015 - 2018.

F. Other:

Certification, Foundations of Online Course Design and Development & Advanced Online Course Design and Development, Texas State University. (2016).

New Faculty Orientation, Teaching and Learning Excellence, Texas State University. (2014 - 2015).

Teaching Conference, Teaching and learning Conference, Academy of Management Conference. (2017).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

1. Books:

d. Chapters in Books:

Refereed:

Stone-Romero, E. F., Stone, D. L., Canedo, J. C., & Ramachandran, I. (2018). Relative Degrees of Stigmatization in Organizations: An Experimental Study. In *Research in Human Resource Management* (Vol. 73).

Ramachandran, I., & Clark, K. (2012). Influence of Knowledge Resources on Exploratory and Exploitative International Strategic Alliances: Effects of the Institutional Environment. In *Advances in International Management* (Vol. 25, pp. 313–339).

Ramachandran, I., Clark, K., McIver, D., & Miller, S. (2011). Selecting state or private joint venture partners in emerging markets: Impact of liability of foreignness and rule of law. In *Advances in International Management* (Vol. 24, pp. 153–179).

2. Articles:

a. Refereed Journal Articles:

Clark, K., & Ramachandran, I. (2020). Institutional Misalignment and Cost of Doing Business Abroad: A Varieties of Capitalism Approach. *European Journal of International Management*, (14 (4)), 753–774. (Quality: “B”, Impact Factor: 1.164, ABDC: C).

Ramachandran, I., Lengnick-Hall, C. A., & Badrinarayanan, V. A. (2019). Enabling and leveraging Ambidexterity: Influence of Strategic Orientations and Knowledge Stock. *Journal of Knowledge Management*, 23(6), 1136–1156. (Quality: “A+”, Impact Factor: 4.488, ABDC: A).

Badrinarayanan, V. A., Ramachandran, I., & Madhavaram, S. (2019). Resource Orchestration and Dynamic Managerial Capabilities: Focusing on Sales Managers as Effective Resource Orchestrators. *Journal of Personal Selling and Sales Management*, 39(1), 23–41. (Quality: “A”, Impact Factor: N/A, McCoy Marketing department: A, ABDC: A).

Medina, M., Ramachandran, I., & Daspit, J. (2019). Collaboration or Clash? Mapping the Effects of Top Management Team Conflict on Firm Absorptive Capacity. *International Journal of Innovation Management*, 23(3), (Quality: “C”, Impact Factor: N/A, ABDC: N/A; CABS: 2).

Badrinarayanan, V. A., Ramachandran, I., & Madhavaram, S. (2019). Mirroring the Boss: Ethical Leadership, Emulation Intentions, and Salesperson Performance. *Journal of Business Ethics*, 159, 897–912. (Quality: “A”, Impact Factor: 3.796, ABDC: A).

Ramachandran, I. (2018). Triggering Absorptive Capacity in Organizations: CEO succession as a Knowledge Enabler. *Journal of Knowledge Management*, 22(8), 1844–1864. (Quality: “A+”, Impact Factor: 4.488, ABDC: A).

- Clark, K., & Ramachandran, I. (2018). Subsidiary Entrepreneurship and Entrepreneurial Opportunity: An Institutional Perspective. *Journal of International Management*, 25(1), 37–50. (Quality: “A”, Impact Factor: 3.763, ABDC: A).
- Daspit, J. J., Ramachandran, I., & D’Souza, D. (2015). TMT Shared Leadership and Firm Performance: Investigating the Mediating Role of Absorptive Capacity. *Journal of Managerial Issues*, 26(3), 219–239. (Quality: “C”, Impact Factor: N/A, ABDC: C; CABS: N/A).
- McIver, D., Lengnick-Hall, C., Lengnick-Hall, M., & Ramachandran, I. (2013). Understanding Work and Knowledge Management from a Knowledge-in-Practice Perspective. *Academy of Management Review*, 38(4), (Quality: “A+”, Impact Factor: 14.170, ABDC: A+).
- McIver, D., Lengnick-Hall, C., Lengnick-Hall, M., & Ramachandran, I. (2011). Integrating knowledge and knowing: a framework for understanding knowledge-in-practice. *Human Resource Management Review*, 22, 86–99. (Quality: “A+”, Impact Factor: 4.704, ABDC: A).

3. Conference Proceedings:

a. Refereed Conference Proceedings:

- Badrinarayanan, V. A., Madhavaram, S., Ramachandran, I., & Appan, R. (2019). Solutions Salesperson’s Problem Solving Approaches: An Exploration from the Customer’s Perspective.
- Badrinarayanan, V. A., & Ramachandran, I. (2018). Ethical Leadership and Salesperson Performance: The Intervening Influence of Worthiness of Being Followed. Academy of Marketing Science 2018 World Marketing Congress.
- Badrinarayanan, V. A., Ramachandran, I., & Madhavaram, S. (2018). Leading by Example: Sales Leadership, Worthiness of Being Followed, and Salesperson Behaviors. American Marketing Association Winter Conference.
- Badrinarayanan, V. A., Ramachandran, I., & Madhavaram, S. (2018). Sales Managers’ Ethical Leadership and Salesperson Outcomes: The Role of Emulation Intentions. Academy of Marketing Science Annual Conference.
- Ramachandran, I., & Badrinarayanan, V. A. (2017). How we are Led, How we are Oriented, and the Global Boundaries we Seek to Cross: International Diversification and Firm Performance.
- Badrinarayanan, V., Ramachandran, I., & Madhavaram, S. (2016). Mirroring the Boss: Influence of Ethical Leadership on Salesperson Ethical Behavior and Performance (Vol. 2016). Academy of Marketing Science.

Ramachandran, I., Badrinarayanan, V., & Lengnick-Hall, C. (2016). Strategic Orientations, Knowledge Stock, and Ambidexterity: A Study of Firm-Wide Behavior and Consequences (Vol. 2016). Academy of Marketing Science.

Lengnick-Hall, C., Lengnick-Hall, M., McIver, D., & Ramachandran, I. (2010). Rethinking the nature of knowledge for management research: Implications for SHRM. In *Academy of Management*. U.S.A.

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

Ramachandran, I., Daspit, J. J., Academy of Management, "Before strategic windows of opportunity close! Absorptive capacity in the entrepreneurial process," Boston, MA, United States. (August 2019).

Ramachandran, I., Daspit, J. J., Clark, K., Badrinarayanan, V. A., Academy of International Business, "Facilitating the entrepreneurial process in emerging markets: The role of exploration and exploitation," Copenhagen, Denmark. (June 2019).

Ramachandran, I., Daspit, J., Academy of Management, "Entrepreneurial Process in Emerging Markets: Influence of Absorptive Capacity & Institutional Factors," Chicago, IL, United States. (2018).

Clark, K., Ramachandran, I., Academy of International Business, "Pursuit of Legitimacy and New Industry Creation: Through the Lens of Korean Casino Industry," Chicago, IL, United States. (2018).

Ramachandran, I., Badrinarayanan, V. A., Academy of Management, "Top Management Team (TMT) Heterogeneity, Strategic Factors, and International Diversification," Chicago, IL, United States. (2018).

Ramachandran, I., Miller, S., Lengnick-Hall, C., Academy of Management, "Effects of Learning from Failure, Leadership, and Knowledge on Ambidexterity and Firm Performance," Atlanta, GA, United States. (2017).

Ramachandran, I., Daspit, J., Academy of International Business, "Emerging Market Environmental Influences on Strategic Responses of EMNCs: A Knowledge-driven Typology of EMNC Strategies," Dubai, United Arab Emirates. (2017).

Ramachandran, I., Badrinarayanan, V. A., Academy of Management, "Leadership, Orientations, and Global Boundaries: International Diversification and Firm Performance," Atlanta, GA, United States. (2017).

Ramachandran, I., Clark, K., Academy of Management, "Drivers of Early Internationalizing Firm Performance: A Systematic Review of Empirical Literature," Anaheim, CA, United States. (2016).

- Ramachandran, I., Daspit, J., Academy of Management, "Emerging Market Environmental Influences on EMNCs: A Knowledge Based Typology of EMNC Strategies," Anaheim, CA, United States. (2016).
- Ramachandran, I., Clark, K., Academy of International Business, "Learning Orientations and Subsidiary Mandates: An Institutional Distance Perspective," New Orleans, LA, United States. (2016).
- Ramachandran, I., Daspit, J., Southern Management Association, "Emerging Market Environmental Influences on EMNCs and EDCs' Strategies: A Knowledge-Based Typology," St. Pete Beach, FL, United States. (2015).
- McIver, D., Ramachandran, I., Clark, K., Academy of Management, "Organizational change and evolution from a knowledge-in-practice perspective," Vancouver, Canada. (2015).
- Ramachandran, I., Medina, M., Daspit, J., Academy of Management, "TMT conflict and absorptive capacity: Direct influences and roles of strategic orientations," Vancouver, Canada. (2015).
- Ramachandran, I., Daspit, J., Strategic Management Society, "Understanding emerging market environmental influences and strategic responses of EMNCs: a typology of strategies and absorptive capacity configurations," Denver, CO, United States. (2015).
- Ramachandran, I., Miller, S. R., Lengnick-Hall, C., Strategic Management Society, "Impact of Learning from Failure, Strategic Leadership, and Prior Knowledge on Ambidexterity and Firm Performance," Tel-Aviv, Israel. (2014).
- Ramachandran, I., Academy of Management, "Micro-foundations of Organizational Change," Philadelphia, PA, United States. (2014).
- Ramachandran, I., Clark, K., Academy of Management, "Re-Examining Isomorphic Pressure For MNCs: Evidence from Germany," Philadelphia, PA, United States. (2014).
- Ramachandran, I., Clark, K., Academy of International Business, "Strategic Approach to Subsidiary Entrepreneurship: Opportunity Identification and Exploitation," Vancouver, Canada. (2014).
- Ramachandran, I., Lengnick-Hall, M., Badrinarayanan, V., Southern Management Association, "Strategic Human Resource Management during Organizational Renewal: Impact of CEO Succession/ Retention," Savannah, GA, United States. (2014).
- Ramachandran, I., Southern Management Association, "Strategy: Capabilities and Challenges in Learning, Scanning and Innovation," Savannah, GA, United States. (2014).

- Ramachandran, I., Lengnick-Hall, C. A., Badrinarayanan, V., Academy of Management, "What We Know & What We Seek: Strategic Orientation, Knowledge Stock, Ambidexterity and Performance," Philadelphia, PA, United States. (2014).
- Ramachandran, I., Daspit, J., "Navigating the Entrepreneurial Process in Emerging Markets: The Influence of Exploration and Exploitation and Institutional Factors," Savannah, GA, United States. (November 2014).
- Daspit, J., Ramachandran, I., Southern Management Association, "Creating Firm Value: Examining Relationships among TMT Shared Leadership, Firm Absorptive Capacity, and Performance," New Orleans, LA, United States. (2013).
- Clark, K., Ramachandran, I., Southern Management Association, "Determinants of early internationalizing firm performance: A review of the empirical literature," New Orleans, LA, United States. (2013).
- Ramachandran, I., Clark, K., McIver, D., Southern Management Association, "Managing Exploration and Exploitation in the Multinational Corporation: An Institutional Distance Perspective," New Orleans, LA, United States. (2013).
- Clark, K., Ramachandran, I., Academy of Management, "Re-Examining Cost of Doing Business Abroad: Integrating an Institutional Perspective," Anaheim, FL, United States. (2013).
- Daspit, J. J., Ramachandran, I., D'Souza, D. E., Southern Management Association, "Creating firm value: Examining relationships among TMT shared leadership, firm absorptive capacity, and performance," New Orleans, LA. (November 2013).
- Ramachandran, I., Clark, k., Miller, S., Wang, D., annual Academy of Management, "Influence of Knowledge Resources on Exploratory and Exploitative International Strategic Alliances: Effects of the Institutional Environment," Boston, MA, United States. (2012).
- Ramachandran, I., Clark, K., Academy of International Business, "Institutional Misalignment as a Cost of Doing Business Abroad: Varieties of Capitalism Approach," Washington, DC, United States. (2012).
- Daspit, J., Ramachandran, I., Strategic Management Society conference, "Influences of Shared Leadership on Absorptive Capacity: Are Soft Leadership Practices More than an Indulgence?," Miami, FL, United States. (2011).
- Clark, K., Ramachandran, I., Academy of Management, "Subsidiary Entrepreneurship and Entrepreneurial Opportunity: An Institutional Perspective," San Antonio, TX, United States. (2011).
- Ramachandran, I., Daspit, J., Southern Management Association, "The Influence of Absorptive Capacity on the Entrepreneurial Process: A Conceptual Framework," Savannah, GA, United States. (2011).

- Ramachandran, I., Academy of Management meeting, "Triggering absorptive capacity in organizations: Role of CEO succession and executive turnover," San Antonio, TX, United States. (2011).
- Ramachandran, I., Daspit, J. J., Southern Management Association, "The influence of absorptive capacity on the entrepreneurial process: A conceptual framework," Savannah, GA. (November 2011).
- Ramachandran, I., Lengnick-Hall, C., Academy of Management, "Multidimensional and dynamic ambidexterity configurations: Rethinking the question of balance.," Montreal, Canada. (2010).
- Lengnick-Hall, C., Lengnick-Hall, M., McIver, D., Ramachandran, I., Academy of Management, "Rethinking the nature of knowledge for management research: Implications for SHRM," Montreal, Canada. (2010).
- Ramachandran, I., Clark, K., McIver, D., Miller, S., Academy of International Business, "Selecting State or Local Private Alliance Partners in Emerging Markets," Rio de Janeiro, Brazil. (2010).
- Ramachandran, I., Badrinarayanan, V., Clark, K., Academy of Management, "eHRM system quality and user acceptance," Chicago, IL, United States. (2009).
- Ramachandran, I., Clark, K., Miller, S., Academy of Management, "The importance of different forms of legitimacy: A dynamic model," Chicago, IL, United States. (2009).
- Ramachandran, I., Badrinarayanan, V., Academy of Management, "Integrating knowledge from inter-organizational virtual teams: An exploratory conceptual framework," Chicago, IL, United States. (2008).

4. Workshops:

- Ramachandran, I. (Organizer/Coordinator), Southern Management Association, "To Bridge or Not to Bridge: Re-examining the Micro-Macro Divide in Management Research," Charlotte, SC, United States. (2016).
- Ramachandran, I. (Coordinator/Organizer), McIver, D. (Coordinator/Organizer), Academy of Management, "PDW on Advances in Knowledge Management: Examining Current Challenges in Managing Knowledge," Vancouver, Canada. (2015).
- Jones, R. J., Daspit, J. J., Cox, M. Z., McLaughlin, E. B., Ramachandran, I., Rigsbee, C., Davis, P. E., McKee, V., Southern Management Association, "Emerging paradigms: The evolution and future directions of strategic management," Savannah, GA. (November 2011).

5. Other Works not in Print:

- a. Works "submitted" or "under review":

Journal Articles:

Ramachandran, I., & Badrinarayanan, V. A. (Submitted / Under Review). Enabling International Diversification: Influence of Top Management Team Heterogeneity and Strategic Factors. *Journal of Business Research*. (2019)

b. Works "in progress":

Journal Articles:

Daspit, J. J., & Ramachandran, I. (In Preparation; Not Yet Submitted). Understanding the innovation paradox in family firms: How family involvement and goals affect innovation.

Ramachandran, I., & Daspit, J. (In Preparation; Not Yet Submitted). Before the Strategic Window of Opportunity Closes! Integrating Absorptive Capacity within the Entrepreneurial Process.

Ramachandran, I. (In Preparation; Not Yet Submitted). Effects of Learning from Failure, Leadership, and Knowledge on Ambidexterity and Firm Performance. *Journal of Management Studies*.

Ramachandran, I., Miller, S., & Lengnick-Hall, C. (In Preparation; Not Yet Submitted). Impact of Learning from Failure on Ambidexterity and Subsequent Firm Performance: Moderating Influence of Strategic Leadership.

Ramachandran, I., Clark, K., & Sartor, M. (In Preparation; Not Yet Submitted). Learning Orientations and Subsidiary Mandates: An Institutional Distance Perspective.

Ramachandran, I., & Lengnick-Hall, M. L. (In Preparation; Not Yet Submitted). Strategic human resource management during organizational renewal: Impact of CEO succession/ retention. *International Journal of Human Resource Management*.

Ramachandran, I., & Daspit, J. J. (In Preparation; Not Yet Submitted). Understanding Emerging Market Environmental Influences on Strategic Responses of EMNCs: A Knowledge-Based Typology of EMNC Strategies.

C. Scholarly / Creative Grants and Contracts:

3. Funded Internal Grants and Contracts:

Daspit, Joshua Joseph, Percent Contribution: 50%, Ramachandran, Indu, Percent Contribution: 50%. Understanding the innovation paradox in family firms:

How family involvement and goals affect explorative and exploitative innovation, Research Enhancement Grant, Texas State University, Texas State University, \$16,000.00. (Funded: May 2019 - May 2020). Grant.

Ramachandran, Indu. McCoy Faculty Development Grant. (Funded: 2018). Grant.

Ramachandran, Indu. McCoy COB Research Grant Proposal. (Funded: 2017). Grant.

Ramachandran, Indu. McCoy Faculty Development Grant. (Funded: 2017). Grant.

Ramachandran, Indu. McCoy COB Research Grant Proposal. (Funded: 2016). Grant.

Ramachandran, Indu. McCoy Faculty Development Grant. (Funded: 2016). Grant.

Ramachandran, Indu. McCoy COB Research Grant Proposal. (Funded: 2015). Grant.

Ramachandran, Indu. McCoy Faculty Development Grant. (Funded: 2015). Grant.

Ramachandran, Indu (Principal). McCoy COB Research Grant Proposal, Texas State University. (Funded: 2014). Grant.

Ramachandran, Indu. McCoy Faculty Development Grant. (Funded: 2014). Grant.

Ramachandran, Indu (Principal), Badrinarayanan, Vishag (Supporting). Research Enhancement Program, Texas State University. (Funded: 2014). Grant.

D. Scholarly / Creative Fellowships, Awards, Honors:

Award / Honor Recipient: 2020 Finalist for the 2020 Academy of Management Review (AMR) journal Managerial Practice Award, Academy of Management Review (AMR) journal.

September 2020

Award / Honor Recipient: Presidential Award for Excellence in Scholarly/Creative Activities, McCoy College of Business Administration.

2019

2015

Award / Honor Recipient: UTSA Presidential Dissertation Fellowship award, UTSA.

March 2011

Award / Honor Recipient: Academy of Management, OCIS division, AOM.

2008

Award / Honor Recipient: Ph.D., Texas Tech University.

2005

Award / Honor Recipient: Dean's scholarship, Texas Tech University.
2004

Award / Honor Recipient: Ph.D. scholarship award, Texas Tech.
2004

Award / Honor Recipient: Dean's list, Texas Tech University.
2003
2001
2000

IV. SERVICE

A. Institutional

1. University:

Guest Speaker, New Tenure-Track Faculty Orientation. (2015).

2. College:

Member, Graduate Policies Committee. (August 2020 - Present).

Member, MBA Admissions Committee. (August 2020 - Present).

Committee Member, MBA Core Course Coordinator Committee. (2015 - Present).

Speaker, MSEC/Computer Sci Bootcamp. (2019).

Member, MBA Task Force. (2018 - 2019).

Participant, MBA Boot Camp Panel. (2015 - 2019).

Department Representative, Undergraduate Scholarship Committee. (January 2016 - May 2016).

Committee Member, Graduate Policies Committee. (August 2015 - December 2015).

Committee Member, Undergraduate Scholarship. (2015).

Committee Member, Beta Gamma Sigma Scholarship. (2014).

3. Department/School:

Committee Member, Search Committee - Tenure-track strategy faculty. (2015 - 2016).

Library Representative. (2014 - 2016).

Committee Member, Scholarship committee. (August 2013 - May 2014).

B. Professional:

Editorial Review Board Member, Journal of Knowledge Management. (December 2020 - Present).

Reviewer, Journal Article, International Business Review. (2019 - Present).

Reviewer / Referee, Academy of International Business. (2009 - Present).

Reviewer / Referee, Academy of Management. (2009 - Present).

Co-Chair, Academy of International business, South-East. (2018 - 2019).

Discussant/Facilitator, Academy of International Business. (2017).

Discussant/Facilitator, Southern Management Association. (2017).

Reviewer, Journal Article, Journal of Management Studies. (2017).

Discussant/Facilitator, Southern Management Association. (2016).

Reviewer, Journal Article, Journal of World Business. (2016).

Track Chair - OT/International/Management History Track, Southern Management Association, Charlotte, NC, United States. (November 2015 - November 2016).

Discussant/Facilitator, Strategic Management Society. (2015).

Discussant, Academy of International Business. (2014).

Reviewer, Journal Article, Journal of Business Research. (2014).

Reviewer, Journal Article, Journal of World Business. (2014).

Discussant/Facilitator, Southern management Association Conference. (2011).

Local Arrangements Committee (2011 - San Antonio), Academy of Management Conference. (2011).

C. Community:

Parent Mentor/ Guide, Health Through Science, Liberal Arts and Sciences Academy., Austin, TX. (2018 - Present).

Parent Mentor, Health Through Science - LASA/ Dell Medical Center, Austin, TX. (2017 - Present).

Parent Mentor, Science Olympiad - Kealing Middle School, Austin, TX. (2016 - Present).

D. Organization Memberships:

Strategic Management Society (SMS). (January 2011 - Present).

Academy of International Business (AIB). (2009 - Present).

Southern Management Association (SMA). (2009 - Present).

Academy of Management (AOM). (August 2007 - Present).

TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Name: Dr. Paula L Rechner Title: Chair - Professor

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	1986	Indiana University Bloomington	Business	
MBA	1981	Western Illinois University	Business Administration	
BS	1977	Western Illinois University	Psychology	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Management Department Chairperson	Texas State University	2005 - Present
Professor	Texas State University	2005 - Present
Management Department Chairperson	CSU, Fresno	2000 - 2005
Professor	CSU, Fresno	1999 - 2005
Associate Professor	University of Houston	1993 - 1999
Assistant Professor	University of Houston	1990 - 1993
Assistant Professor	University of Illinois	1987 - 1990
Assistant Professor	University of South Carolina	1986 - 1987
Instructor	Western Illinois University	1981 - 1982

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Special Education assistant	West Central Illinois Special Ed. Cooperative	May 1978 - August 1979
Store Manager	The Roost, Macomb, IL	August 1977 - August 1978

II. TEACHING

B. Courses Taught:

Texas State University:

B A 5100 - BUS PROFESSL DEVEL

MGT 4335 - STRATEG MGT & BUS

MGT 4370 - BUSINESS ETHICS

MGT 4390C - BUSINESS ETHICS

MGT 4390H - EFFECTIVE LEADERS

MGT 4390O - LEADER DEVELOPMENT

MGT 4390P - LEADERSHIP PRACTIC

MGT 4399 - IND STUDY IN MGMT

MGT 5101 - GRAD ASST DVLPMNT

MGT 5301 - GRAD ASST DVLPMNT

MGT 5312 - SEMINAR IN MGT

MGT 5313 - ADMIN POLICY

D. Courses Prepared and Curriculum Development:

MGT 4390O Leadership Development: Business as Unusual, New Course, Texas State University. Taught: June 2013 - Present.

G. Teaching Professional Development Activities Attended

Workshop, "Flexing Classroom Technology," ITAC, San Marcos, TX, United States. (August 14, 2020).

Workshop, "Quality Matters: Designing Your Online Course," Quality Matters and Texas State University, San Marcos, TX, United States. (January 11, 2018).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

2. Articles:

a. Refereed Journal Articles:

- Miller, B., Smart, D., & Rechner, P. (2015). Confirmatory factor analysis of the Machiavellian Personality Scale. *Personality and Individual Differences*, *82*, 120–124.
- Rechner, P., & Smart, D. (2012). An Examination of the Effects of Sport Involvement on Ethical Judgments in Sport and Business. *Ethics & Behavior*, *22*(2).
- Olson-Buchanan, J., Rechner, P., Sanchez, R. J., & Schmidtke, J. M. (2007). Utilising virtual teams in a management principles course. *Education & Training*, *49*(5), 408–423.
- Lopez, Y. P., Rechner, P., & Olson-Buchanan, J. B. (2005). Antecedents of Moral Awareness: An Empirical Assessment of the Influence of Business Education, Culture, and Demographic Factors. *Journal of Business Ethics*, *60*(4), 341–358.
- Sundaramurthy, C., Rhoades, D., & Rechner, P. (2005). The effects of executive and institutional stock ownership on firm performance: A meta-analytical test of competing perspectives. *Journal of Managerial Issues*, *17*(4).
- Lopez, Y. P., Rechner, P. L., & Olson-Buchanan, J. B. (2005). Shaping Ethical Perceptions: An Empirical Assessment of the Influence of Business Education, Culture, and Demographic Factors. *Journal of Business Ethics*, *60*, 341–358. [https://doi.org/https://doi.org/10.1007/s10551-005-1834-4](https://doi.org/10.1007/s10551-005-1834-4)
- Rhoades, D. L., Rechner, P. L., & Sundaramurthy, C. (2002). A Meta-analysis of Board Leadership Structure and Financial Performance: Are “Two Heads Better Than One”? *Corporate Governance: An International Review*, *17*(4), 311–319. [https://doi.org/https://doi.org/10.1111/1467-8683.00258](https://doi.org/10.1111/1467-8683.00258)
- Rhoades, D. L., & Rechner, P. L. (2001). The Role of Ownership and Corporate Governance Factors in International Entry Mode Selection. *International Journal of Organizational Analysis*, *9*(4), 309–326.
- Rhoades, D. L., Rechner, P. L., & Sundaramurthy, C. (2000). Board Composition And Financial Performance: A Meta-Analysis Of The Influence Of Outside Directors. *Journal of Managerial Issues*, *12*(1), 76–91. <https://doi.org/https://www.jstor.org/stable/40604295>
- Sundaramurthy, C., & Rechner, P. L. (1997). Conflicting Shareholder Interests: An Empirical Analysis of Fair Price Provisions. *Business & Society*, *36*(1), 73–87. [https://doi.org/https://doi.org/10.1177/000765039703600104](https://doi.org/10.1177/000765039703600104)

Rechner, P. L., & Dalton, D. R. (1991). CEO Duality and Organizational Performance. *Strategic Management Journal*, 12(2), 155–160.
<https://doi.org/https://doi.org/10.1002/smj.4250120206>

Schweiger, D. M., Sandberg, W. R., & Rechner, P. L. (1989). Experiential Effects of Dialectical Inquiry, Devil's Advocacy and Consensus Approaches to Strategic Decision Making. *Academy of Management Journal*, 32(4), 745–772. <https://doi.org/https://doi.org/10.5465/256567>

Rechner, P. L., & Dalton, D. R. (1989). The Impact of CEO as Board Chairperson on Corporate Performance: Evidence vs. Rhetoric. *Academy of Management Executive*, 3(2), 141–143.
<https://doi.org/https://doi.org/10.5465/ame.1989.4274764>

Cosier, R. A., & Rechner, P. L. (1985). Inquiry Method Effects on Performance in a Simulated Business Environment. *Organizational Behavior and Human Decision Processes*, 36(1), 79–95.
[https://doi.org/https://doi.org/10.1016/0749-5978\(85\)90021-4](https://doi.org/https://doi.org/10.1016/0749-5978(85)90021-4)

B. Works Not in Print:

IV. SERVICE

A. Institutional

2. College:

Participant, Dean's Advisory Board Meetings/All Advisory Board Meetings. (2005 - 2020).

Chair, Search Committee for Marketing Chair. (August 2019 - December 2019).

Committee Member, Jerry D. and Linda Gregg Fields Chair in Ethics and Corporate Responsibility Search Committee. (2010).

Committee Member, Finance & Economics Chairperson Search Committee. (2008 - 2009).

Committee Member, University Council. (2005 - 2006).

3. Department/School:

Participant, Advisory Board Meetings for MS HRM, Institute for Global Business. (2016 - 2021).

C. Community:

Board Member, San Marcos Chamber of Commerce: Education K-12 and Higher Ed Committee, San Marcos, TX. (August 2014 - December 2017).

Board of Directors, San Marcos Chamber of Commerce, San Marcos, TX. (August 2011 - December 2017).

Board Member, San Marcos Chamber of Commerce: Business Development Committee, San Marcos, TX. (August 2011 - August 2014).

D. Organization Memberships:

International Association of Business and Society. (2006 - Present).

Academy of Management. (1984 - Present).

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Dennis Rose

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MBA	2006	St. Edward's University	Business Administration	
BBA	1985	Texas State University	Finance	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Per Course Lecturer, Management Adjunct Professor	Texas State University Concordia University	January 2015 - Present January 2012 - Present
Disaster Recovery Certified Instructor	Disaster Recovery Institution International/Aus tin Community College	January 2009 - Present
Customized Training Facilitator	Austin Community College	January 2008 - Present
Adjunct Professor	Austin Community College	January 2007 - Present

E. Other Professional Credentials (licensure, certification, etc.)

Facilitator, Leadership Management International (LMI). (2010 - Present).

Leadership Facilitator, Development Dimensions International (DDI). (2009 - Present).

Business Continuity Professional, DRI International. (2007 - Present).

II. TEACHING

B. Courses Taught:

Texas State University:

B A 2310 - INTRO BUS GLOB ENV

MGT 3303 - MGT OF ORGANIZATION

MGT 4335 - STRATEG MGT & BUS

III. SCHOLARLY/CREATIVE

B. Works Not in Print:

2. Invited Talks, Lectures, and Presentations:

Rose, D. V., Georgia Electric Cooperative Association Conference, "How Business Continuity can create operational resilience," Georgia Electric Cooperative Association. (August 19, 2021).

Rose, D. V., Texas Electric Cooperative Association Conference, "Gain Resiliency through Emotional Intelligence," Texas Electric Cooperative Association. (April 12, 2021).

E. Scholarly / Creative Professional Development Activities Attended:

Seminar, "BC Software webinar." (April 22, 2021).

Workshop, "Disaster Recovery Journal Premier class." (January 15, 2021).

Seminar, "Mindfulness and Business Continuity." (October 15, 2020).

Seminar, "Risk and Rewards when implementing Business Continuity." (March 16, 2020).

Workshop, "International Consortium for Organizational Resiliency." (February 2019).

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Dr. Natalie C. Rougeux

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
JD	2003	University of Texas at Austin	Law	
MA	2003	University of Texas at Austin	Russian, East European, and Eurasian Studies	
BA	1999	University of Texas at Austin	Russian	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Per Course Lecturer, Management	Texas State University	September 2014 - Present

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
CEO and Managing Member	Rougeux & Associates PLLC	June 2011 - Present
Partner, Labor & Employment and General Litigation	Reagan Burrus PLLC	February 2009 - June 2011
Associate, Labot & Employment	Bracewell & Giuliani LLP	September 2003 - February 2009
Interpreter and Translator (Russian)	Cirque du Soleil	December 1997 - January 1999
Interpreter and Translator (Russian and Lithuanian)	United States Embassy, Vilnius, Lithuania	February 1996 - June 1997
Active Duty Navy, Voice Language Analyst (Russian)	National Security Agency, Naval Security Group Activity	October 1991 - August 1994

E. Other Professional Credentials (licensure, certification, etc.)

Senior Professional in Human Resources, HR Certification Institute. (2013 - Present).

State Bar of Texas, Texas Board of Legal Specialization, Labor & Employment Law.
(2003 - Present).

II. TEACHING

B. Courses Taught:

Texas State University:

MGT 4373 - HUMAN RESOURCE MGT

MGT 4379 - ORG STAFFING

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

2. Articles:

b. Non-refereed Articles:

Rougeux, N. (2014). Oh What a Tangled Web We Weave When We Decipher Employee Leave. Published.

Rougeux, N. (2002). Comment: Legal Legitimacy and the Promotion of Small Business in Sarajevo, 37, 177.

IV. SERVICE

B. Professional:

Board Member, Comal County Habitat for Humanity.

Vice Chair, Board of Directors, New Braunfels Chamber of Commerce.

D. Organization Memberships:

American Bar Association.

Comal County Habitat for Humanity.

Hill Country Human Resources Management.

Leadership New Braunfels.

New Braunfels Chamber of Commerce.

San Antonio Bar Association.

Society for Human Resources Management (SHRM).

E. Service Honors and Awards:

Award / Honor Recipient: Joint Services Commendation Medal, National Security Agency.

Award / Honor Recipient: San Antonio Scene Best S.A. Lawyers 2014, San Antonio Scene Best S. A, Lawyers.
2014

Award / Honor Recipient: Texas Rising Star, Texas Super Lawyers.
2013
2011
2009
2008
2007
2006

Award / Honor Recipient: Rising Star Lawyer, San Antonio Scene Best S. A, Lawyers.
2008

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Daniel P. Roy Title: Entrepreneur in Residence

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
BBA	1990	St. Mary's University	Corporate Finance Management	

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

2. Articles:

a. Refereed Journal Articles:

Lee, J., Suh, T., Roy, D. P., & Baucus, M. S. (2019). Emerging Technology and Business Model Innovation: The Case of Artificial Intelligence. *Journal of Open Innovation*, 5(3), 44–53.

C. Scholarly / Creative Grants and Contracts:

3. Funded Internal Grants and Contracts:

Weigum, Shannon E (Principal), Roy, Dan (Co-Principal). TXST Center for Innovation and Entrepreneurship, Philanthropic Donors, Private / Foundation / Corporate, \$239,000.00. (Submitted: March 25, 2019). Gift.

TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Name: Dr. Stephanie T. Solansky

Title: Assistant Professor

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	2006	Univ of Texas at San Antonio	Business Administration	
BA	2001	Texas Lutheran University	Economics	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Assistant Professor, Management	Texas State University. San Marcos, TX, United States	2018 - Present
Associate Professor & Assistant Professor, Department of Management & Marketing	University of Houston-Victoria . Victoria, TX	2006 - 2018
Department Chair, Department of Management & Marketing	University of Houston-Victoria . Victoria, TX	2013 - 2016
Director, TxPEP	University of Houston-Victoria & American Productivity & Quality Center. Victoria, TX	2006 - 2010

E. Other Professional Credentials (licensure, certification, etc.)

Online Teaching Certification, Texas State University. (December 16, 2019 - Present).

Scholarship & Teaching Excellence Program, Faculty Development & Associate Provost. (March 29, 2019 - Present).

Certificate of Exemplary Online Course Design, University of Houston- Victoria. (August 1, 2011 - Present).

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Recipient: Texas State University Presidential Distinction Award in Teaching.
2020

Award / Honor Recipient: McCoy College of Business Administration Advisory Board Teaching Excellence Award.
2018 - 2019

Award / Honor Recipient: Honorary Membership, National Society of Leadership & Success.
2016

Award / Honor Recipient: Teaching Award, Bloomberg Businessweek.
2011

B. Courses Taught:

Texas State University:

MGT 3453 - BCOMM & PROF DEVEL

MGT 5391 - MNG THE COMM PROC

University of Houston-Victoria:

MGMT 3303 - Principles of Management

MGMT 4300 - Communication & Critical Thinking Skills for Managers

MGMT 4300 - Internship

MGMT 4314 - Leadership

MGMT 4315 - Contemporary Issues in Management

MGMT 4318 - Organizational Theory and Development

MGMT 4325 - Organizational Change

MGMT 6300 - Internship

MGMT 6354 - Leadership & Organizational Change

F. Other:

Guest Lecture, McCoy BA5100. (2020).

Student Accomplishments:

Presentation:

Supervisor, Accepted co-authored paper. Southern Management Association, Norfolk, Virginia. Status: Completed. (2019). Management.
Student(s): Jabria Gentry, Graduate, MS in HR.

G. Teaching Professional Development Activities Attended

Seminar, "Diversity 102," Texas State University. (May 6, 2021).

Seminar, "ESCALA: Increasing Latinx Student Success," Texas State University. (April 15, 2021).

Seminar, "Supporting Transgender/Non-binary," Texas State University. (April 6, 2021).

Seminar, "Allies for Individuals with Disabilities," Texas State University. (March 31, 2021).

Seminar, "From Foster Care to College Student," Texas State University. (February 4, 2021).

Seminar, "Assessment Strategies That Support First Generation Student Success," Texas State University. (January 13, 2021).

Seminar, "Diversity 101," Texas State University. (December 10, 2020).

Workshop, "LGBTQIA Allies Training and Certificate," Texas State University. (September 16, 2020).

Seminar, "Zoom for Faculty," ITAC-Texas State University. (March 23, 2020).

Seminar, "Getting Started with Zoom," ITAC-Texas State University. (March 18, 2020).

Scholarship and Teaching Excellence Program (STEP), "First Semester Reflections." (January 25, 2019).

Seminar, "A Conversation on Purposeful Diversity and Inclusion in the Workplace." (2018).

Seminar, "Boosting Student Success and Access: The Promise of Universal Design for Learning." (2018).

Seminar, "The Honor Code: Reviewing Policy and Starting the Semester off Right." (2018).

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

2. Articles:

a. Refereed Journal Articles:

- Solansky, S. T., & Beck, T. (2021). Interorganizational Information Sharing: Collaboration during Cybersecurity Threats. *Public Administration Quarterly*, 45(1), 105–122.
- Solansky, S. T. (2019). Collective mind: A study of development and team performance. *Organization Development Journal*, 37(3), 59–69.
- Singh, B., Selvarajan, R., & Solansky, S. T. (2019). Coworker influence on employee performance: A conservation of resources perspective. *Journal of Managerial Psychology*, 34(8), 587–600.
- Selvarajan, T. T., Singh, B., & Solansky, S. T. (2018). Performance appraisal fairness, leader member exchange and motivation to improve performance: A study of US and Mexican employees. *Journal of Business Research*, 85, 142–154. <https://doi.org/10.1016/j.jbusres.2017.11.043>
- Solansky, S. T., & McIver, D. (2018). Team characteristics and leadership training participation. *Team Performance Management*, 24(3/4), 135–149.
- Solansky, S. T., Gupta, V., & Wang, J. (2017). Ideal and Confucian implicit leadership profiles in China. *Leadership & Organization Development Journal*, 38(2), 164–177. <https://doi.org/10.1108/LODJ-06-2015-0114>
- Solansky, S. T. (2015). Self-determination and leader development. *Management Learning*, 46(5), 618–635. <https://doi.org/10.1177/1350507614549118>
- Solansky, S. T., Beck, T. E., & Travis, D. (2014). A complexity perspective of a meta-organization team: The role of destabilizing and stabilizing tensions. *Human Relations*, 67(8), 1007–1033. <https://doi.org/10.1177/0018726713516373>
- Beck, T. E., & Solansky, S. T. (2014). Ability to Face Threats of Cyberterrorism: Factors Associated with Organizational Competence. *International Public Management Journal*, 17(4), 441–462. <https://doi.org/10.1080/10967494.2014.958800>
- Solansky, S. T. (2014). Education and experience impact leadership development psychological empowerment. *Leadership & Organization Development Journal*, 35(7), 637–648. <https://doi.org/10.1108/LODJ-07-2012-0091>

- Chapa, O., & Solansky, S. T. (2014). Hispanic relocation: A study of gender and ethnic identity. *SAM Advanced Management Journal*, 79(3), 26–36.
- Solansky, S. T., Singh, B., & Huang, S. (2014). Individual perceptions of task conflict and relationship conflict. *Negotiation and Conflict Management Research*, 7(2), 83–98. <https://doi.org/10.1111/ncmr.12027>
- Solansky, S. T. (2014). To Fear Foolishness for the Sake of Wisdom: A Message to Leaders. *Journal of Business Ethics*, 122(1), 39–51. <https://doi.org/10.1007/s10551-013-1752-9>
- Solansky, S. T. (2011). Team identification: A determining factor of performance. *Journal of Managerial Psychology*, 26(3), 247–258. <https://doi.org/10.1108/02683941111112677>
- Solansky, S. T. (2010). The evaluation of two key leadership development program components: Leadership skills assessment and leadership mentoring. *Leadership Quarterly*, 21(4), 675–681. <https://doi.org/10.1016/j.leaqua.2010.06.009>
- Solansky, S. T., & Beck, T. E. (2009). Enhancing community safety and security through understanding interagency collaboration in cyber-terrorism exercises. *Administration & Society*, 40(8), 852–875. <https://doi.org/10.1177/0095399708326345>
- Solansky, S. T. (2008). Leadership style and team processes in self-managed teams. *Journal of Leadership & Organizational Studies*, 14(4), 332–341. <https://doi.org/10.1177/1548051808315549>
- Solansky, S. T., Duchon, D., Plowman, D. A., & Martínez, P. G. (2008). On the same page: The value of paid and volunteer leaders sharing mental models in churches. *Nonprofit Management & Leadership*, 19(2), 203–219. <https://doi.org/10.1002/nml.215>
- Plowman, D. A., Baker, L. T., Beck, T. E., Kulkarni, M., Solansky, S. T., & Travis, D. V. (2007). Radical change accidentally: The emergence and amplification of small change. *Academy of Management Journal*, 50(3), 515–543. <https://doi.org/10.5465/AMJ.2007.25525647>
- Plowman, D. A., Solansky, S. T., Beck, T. E., Baker, L. K., Kulkarni, M., & Travis, D. V. (2007). The role of leadership in emergent, self-organization. *Leadership Quarterly*, 18(4), 341–356. <https://doi.org/10.1016/j.leaqua.2007.04.004>

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

- Solansky, S. T., Beck, T., Academy of Management, "Leadership Complexity Capacity: A Leadership Development Perspective of Intentional Tension." (2021).
- Quansah, E., Moghaddam, K., Solansky, S. T., Wang, Y., Academy of Management, "Strategic Leadership in SMEs: The Mediating Role of Dynamic Capabilities." (2021).
- Singh, B., Solansky, S. T., Selvarajan, R., Southern Management Association, "Two is better than one: How organizational & community diversity climates influence performance," St. Pete, FL, United States. (2020).
- Solansky, S. T., Southern Management Association, "Motivational Language Based Human Resource Development: A Motivational Model for Training and Development," Norfolk, VA, United States. (2019).
- Beck, T., Solansky, S., Academy of Management, "The Complexity of Interorganizational Collaboration: The Role of IT as a Source of System Tension," Boston, MA. (2019).
- Solansky, S. T., Southwest Academy of Management, "Collective Mind: A Study of Development and Team Performance," Albuquerque, NM, United States. (2018).
- Solansky, S. T., Southern Management Association, "Coworkers Influence on Employee Performance: Roles of Race and Psychological Flourishing," Lexington, KY. (2018).
- Solansky, S. T., Gupta, V., Wang, J., Academy of Management Annual Conference, "A Regional Exploratory Study of Ideal and Confucian Implicit Leadership Profiles in China," Vancouver, Canada. (2015).
- Solansky, S. T., McIver, D., Academy of Management Annual Conference, "Team-Based Learning: The Impact on Leadership Training and Development Engagement.," Vancouver, Canada. (2015).
- Beck, T., Ford-Eickoff, K., Solansky, S. T., Plowman, D., Strategic Management Society, "Reconceptualizing Interorganizational Collaboration: A Theoretical Framework Based on Intentionality and Temporality," Madrid, Spain. (2014).
- Solansky, S. T., Academy of Management Annual Conference, "Wisdom Development: A Fear of Foolishness Framework for Leaders," Lake Buena Vista, FL, United States. (2013).
- Solansky, S. T., Academy of Management Annual Conference, "A self-determination perspective of leadership development," Boston, MA, United States. (2012).
- Solansky, S. T., Beck, T., Travis, D., Academy of Management Annual Conference, "A complexity perspective of a virtual, inter-organizational team," San Antonio, TX, United States. (2011).

- Beck, T., Solansky, S. T., Academy of Management Annual Conference, "Confidence in the face of terrorism: Factors associated with collective efficacy," San Antonio, TX, United States. (2011).
- Solansky, S. T., Academy of Management Annual Conference, "The empowerment of leadership development," San Antonio, TX, United States. (2011).
- Solansky, S. T., Academy of Management Annual Conference, "Individual versus team orientation: The role of identification in work group performance," Montreal, Canada. (2010).
- Solansky, S. T., Beck, T., Academy of Management Annual Conference, "Interorganizational information sharing: Security enhancement during terrorism threats," Montreal, Canada. (2010).
- Solansky, S. T., Beck, T., Travis, D., Academy of Management Annual Conference, "A Model of Extant and Emergent Factors Associated with Effective Inter-organizational Collaboration," Chicago, IL, United States. (2009).
- Solansky, S. T., Southwest Academy of Management Conference, "Team cognition: A Study of development," Houston, TX. (2008).
- Solansky, S. T., Southern Management Association Annual Conference, "Distinguishing the impact of social and cognitive processes on team performance," Nashville, TN, United States. (2007).
- Solansky, S. T., Beck, T., Academy of Management Annual Meeting, "Interorganizational Collaboration: Collective Mind, Beliefs and Behaviors," Philadelphia, PA, United States. (2007).
- Solansky, S. T., Southwest Academy of Management Conference, "Leadership Styles in Self-Managed Teams: Shared Leadership versus Traditional Leadership Approaches in regard to Motivational, Social, and Cognitive Team Processes," San Diego, CA, United States. (2007).
- Plowman, D., Solansky, S. T., Baker, L., Beck, T., Kulkarni, M., Travis, D., Academy of Management Annual Conference, "The Role of Leadership in the Emergence of Order," Atlanta, GA, United States. (2006).
- Martinez, P., Solansky, S. T., Plowman, D., Duchon, D., Academy of Management Annual Conference, "Participation and Performance: It's Shared Mental Models That Make the Difference," Honolulu, HI, United States. (2005).
- Plowman, D., Baker, L., Beck, T., Kulkarni, M., Solansky, S. T., Travis, D., Academy of Management Annual Conference, "Radical Change Accidentally: A Qualitative Analysis of Emergent Change," Honolulu, HI, United States. (2005).

Solansky, S. T., Academy of Management Annual Conference, "College Students and Credit Cards: A Proposed Model of Propensity to Use Credit," New Orleans, LA, United States. (2004).

D. Scholarly / Creative Fellowships, Awards, Honors:

Award / Honor Recipient: Faculty Feature in McCoy College 50th Anniversary Annual Report.
2020

Award / Honor Recipient: Best Paper Award, Federation of Business Disciplines/Southwest Academy of Management.
2018

Award / Honor Recipient: Outstanding Reviewer, Academy of Management MSR Division.
2017

Award / Honor Recipient: Research Award, Bloomberg Businessweek.
2015

Award / Honor Recipient: AOM Conference Best Paper PNP Division.
2012

Award / Honor Recipient: Best Paper Award, Academy of Management MED Division.
2012

Award / Honor Recipient: Named UHV-SBA Partnership Professor of Organizational Management.
2012

Award / Honor Recipient: AOM Conference Best Paper MED Division.
2011

Award / Honor Recipient: UH System Success Story.
2009

Award / Honor Recipient: Best Paper Award, Academy of Management Journal.
2007

E. Scholarly / Creative Professional Development Activities Attended:

Seminar, "Doing Meaningful Research: Traps and Tricks," Responsible Research in Business and Management. (October 22, 2020).

Seminar, "Faculty Research Seminar: "Authentic Leadership"-Dr. William Gardner," McCoy College of Business. (February 28, 2020).

Scholarship and Teaching Excellence Program (STEP), "Meeting with the Provost & Associate Provost." (March 29, 2019).

Scholarship and Teaching Excellence Program (STEP), "Annual Evaluation and Digital Measures." (November 16, 2018).

Scholarship and Teaching Excellence Program (STEP), "Tenure and Promotion and Career Development." (October 19, 2018).

Scholarship and Teaching Excellence Program (STEP), "Research Enhancement Program (REP) and Beyond." (September 14, 2018).

IV. SERVICE

A. Institutional

1. University:

Member, Career Advisor Search Committee. (2021).

Member, Continuity of Education Work Group Subcommittee. (2020).

Welcome Tent: Retention Management and Planning Office. (2019).

Participant, Move-In Assistance: Department of Housing and Residential Life. (2018).

Faculty Interest Guru, UHV-First Year Experience Committee. (2016).

Business School Representative, UHV-Jag Days Recruiting Event. (2014 - 2016).

Faculty Representative, UHV Student Move In Day. (2014 - 2016).

Member, UHV Student Center Planning Committee. (2014 - 2015).

Member, UHV MySafe Campus Committee. (2013).

Senator, UHV Faculty Senate. (2012).

Director, TxPEP: UHV & APQC Grant. (2006 - 2010).

2. College:

Member, Assurance of Learning Committee. (2018 - Present).

Presenter, Business Leadership Week PD Workshop- Decision-making. (2021).

Presenter, McCoy College Leadership Council Meeting. (April 23, 2021).

Presenter, Business Leadership Week PD Workshop- Negotiation. (2020).

Presenter, McCoy College of Business Board Meeting. (2019).

Professional Development Training, Beta Gamma Sigma. (2019).

Member, UHV Business School Strategic Planning Committee. (2017 - 2018).

Undergraduate Advisor, UHV Business Student Association. (2014 - 2018).

Panelist, UHV Business School BBA Case Conference. (2007 - 2018).

Panelist, UHV Business School MBA Case Conference. (2007 - 2018).

Member, UHV-Graduate Curriculum Planning and Assessment Committee:
MGT6354 Assessment Team. (2006 - 2018).

Member, UHV-Undergraduate Curriculum Planning and Assessment Committee:
MGT4305 Assessment Team. (2006 - 2018).

Faculty Mentor, UHV Business School. (2009 - 2017).

Internship Coordinator, UHV Business School. (2015 - 2016).

Chair, UHV-Management & Marketing Department. (2013 - 2016).

Member, UHV: Business School Executive Team. (2013 - 2016).

Member, UHV Business School Policy Review Committee. (2011 - 2016).

Member, UHV Business School Faculty Search Committees. (2007 - 2014).

UHV-Business School Curriculum Coordinator. (2010 - 2013).

Chair, UHV Business School Promotion and Tenure Committee. (2012).

3. Department/School:

Business Communication & Professional Development Core Course Coordinator.
(2018 - Present).

Presenter, TxST SHRM Student Organization Meeting. (2019).

B. Professional:

Reviewer / Referee, Personnel Review. (2020 - Present).

Reviewer / Referee, Journal of Business Research. (2019 - Present).

Reviewer / Referee, Public Management Review. (2018 - Present).

Reviewer / Referee, Southern Management Association. (2018 - Present).

Editorial Review Board Member, International Journal of Comparative Management. (2017 - Present).

Reviewer / Referee, Journal of Applied Social Psychology. (2017 - Present).

Editorial Review Board Member, International Journal of Global Good Governance, Ethics, and Leadership. (2016 - Present).

Reviewer / Referee, Human Relations. (2014 - Present).

Reviewer / Referee, Journal of Managerial Psychology. (2013 - Present).

Reviewer / Referee, Leadership and Organizational Development Journal. (2013 - Present).

Reviewer / Referee, Leadership Quarterly. (2013 - Present).

Reviewer / Referee, Negotiation and Conflict Management Research. (2013 - Present).

Reviewer / Referee, Nonprofit Management and Leadership. (2013 - Present).

Reviewer / Referee, Journal of Organizational Behavior. (2010 - Present).

Reviewer / Referee, Academy of Management Conference. (2006 - Present).

Reviewer / Referee, Indian Academy of Management Conference. (2019).

C. Community:

Participant, New Braunfels Utility-Faculty Externship. (2019).

Participant, Randolph Brooks Federal Credit Union- Faculty Externship. (2019).

Consultant, Real Estate Start-Up; UHV-SBDC. (2017).

Writer, Victoria Advocate Article: "Decision biases leaders should fear". (2017).

Writer, Victoria Advocate Article: "Leaders should highlight work conflict". (2017).

Writer, Victoria Advocate Article: "Why smart leaders make foolish decisions". (2017).

Speaker, Leadercast Victoria. (2016).

Speaker, National Society of Leadership and Success. (2016).

Writer, Victoria Advocate Article: "Leadership is a process, not a title". (2016).

Consultant & Speaker, Region III Service Center. (2015).

Speaker, UHV-SBDC: Keeping Up with the Economy. (2015).

Speaker, Houston CFO/Comptroller Conference. (2014).

Speaker, Leadercast Victoria. (2014).

Speaker, Leadercast Victoria. (2013).

Consultant & Speaker, First Victoria Bank. (2012).

Consultant, HPI Insurance Agency. (2011).

Consultant, Katy High School. (2008).

Speaker, Victoria Chamber of Commerce. (2008).

Speaker, U.S. Army. (2007).

Speaker, UH Board of Regents Meeting. (2007).

Consultant, U.S. Army. (2006 - 2007).

Consultant, Center for Infrastructure Assurance and Security. (2005 - 2006).

Consultant, Fortune 500 Company. (2005 - 2006).

Consultant & Speaker, Large Downtown Church. (2005 - 2006).

D. Organization Memberships:

Southern Management Association. (2018 - Present).

Academy of Management. (2004 - Present).

G. Service Professional Development Activities Attended:

Seminar, "TXST Women Entrepreneurship Founder Series Kick-off Event," Texas State University. (February 5, 2021).

Seminar, "Building an Academic Community That is Diverse, Accomplished, and Collegial," Texas State University. (January 21, 2021).

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Dr. Eileen Teves

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
DBA	2016	Univ of the Incarnate Word	Business Administration	
MBA	2012	Our Lady of the Lake University	Management	
BA	1994	Univ of California-Davis	Rehtoric and Communication	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Adjunct Faculty	Concordia University	2016 - Present
Adjunct Faculty	University of Incarnate Word	2016 - Present
Per Course Lecturer, Management	Texas State University	2016 - Present

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Marketing Coordinator	UTSA SBDC COVID Business Recovery Accelerator	2020 - Present
Director of Marketing & Communications	CHRISTUS Santa Rosa Health System	2018 - 2020
Director of Corporate Communications	InGenesis, Inc.	2016 - 2018
Reporter/Co-Host	KENS 5 Great Day SA	2004 - 2016

II. TEACHING

B. Courses Taught:

Texas State University:

MGT 3453 - BCOMM & PROF DEVEL

G. Teaching Professional Development Activities Attended

Seminar, "Online Teaching Certification," Office of Distance and Extended Learning, Texas State University. (2021).

III. SCHOLARLY/CREATIVE

B. Works Not in Print:

E. Scholarly / Creative Professional Development Activities Attended:

Conference Attendance, "Keynote Speaker and Presenter: The Future of Education in Florence, Italy." (2017).

Conference Attendance, "Fulbright Association conference attendee and presenter in San Antonio, Texas and Washington, DC." (2016).

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Maurizio Turri Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MBA	2020	Texas State University	Business Administration	
BSBA	2010	Univ of Arkansas Main Campus	Information Systems	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Per Course Lecturer, Management	Texas State University	January 2021 - Present

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Founder and CEO	Vox Elements	2016 - Present
Co-founder and Investor	Fastr, LLC	March 2017 - June 2018
Executive Account Manager & Auto-ID Specialist	Sencorpwhite, Inc.	May 2011 - June 2016

II. TEACHING

B. Courses Taught:

Texas State University:

MGT 4330 - OPERATIONS MGT

G. Teaching Professional Development Activities Attended

"ITAC online teaching certified." (2020).

III. SCHOLARLY/CREATIVE

B. Works Not in Print:

TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Name: William J. Wagner Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MA	2013	Texas State University	Communication Studies	
BA	2011	Indiana University South Bend	Mass Communication/Media Studies	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Per Course Lecturer, Management	Texas State University	August 2020 - Present
Associate Basic Course Director, Communication Studies Department	Ohio University	May 2019 - December 2019
Communication Resource Center Manager, Communication Studies Department	Ohio University	October 2017 - May 2018
Lecturer, Intro to Speech Communication	University of Houston	July 2013 - December 2014
Lecturer, Business & Professional Communication	Lone Star College	July 2013 - December 2013
Lab Assistant, Communication Lab	Texas State University	August 2012 - May 2013
Instructor, Fundamentals of Human Communication	Texas State University	August 2011 - May 2013

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Owner	W. J. Wagner Consulting Services	2015 - Present
Learning and Development Specialist	alliantgroup, LP	March 2016 - July 2017
Employee Development Specialist	Corporate HR, National Oilwell	January 2015 - August 2015

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Training and Development Specialist	Varco (NOV) Quality Tubing, National Oilwell Varco (NOV)	July 2013 - December 2014

II. TEACHING

B. Courses Taught:

Texas State University:

COMM 1310 - FUND OF HUMAN COM

MGT 3453 - BCOMM & PROF DEVEL

G. Teaching Professional Development Activities Attended

Seminar, "Online teaching certification." (2020).

III. SCHOLARLY/CREATIVE

B. Works Not in Print:

IV. SERVICE

D. Organization Memberships:

National Communication Association (NCA). (2017 - Present).

National Communication Association (NCA). (2012 - 2014).

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Dr. Maggie Wan

Title: Assistant Professor

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
PHD	2016	Univ of Wisconsin-Milwaukee	Management Science	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Assistant Professor, Management	Texas State University. San Marcos, TX	August 1, 2016 - Present
Adjunct Instructor	University of Wisconsin-Milwaukee	2015 - 2016
Teaching Assistant	University of Wisconsin-Milwaukee	2014

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Recipient: 2019 Presidential Distinction Award for Excellence in Teaching.

March 2019 - August 2019

Award / Honor Recipient: Finalist for Exemplary Teaching - Outstanding Graduate Student Teaching Award, Sheldon B. Lubar School of Business, University of Wisconsin-Milwaukee.

April 2016

B. Courses Taught:

Texas State University:

MGT 3375 - INT'L BUS

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

1. Books:

d. Chapters in Books:

Refereed:

Wan, M., Singh, R., & Shaffer, M. (2017). Global families. In Y. McNulty & J. Selmer (Eds.) (1st ed., pp. 468–489). Cheltenham, UK: Edward Elgar Publishing. <https://doi.org/10.4337/9781784718183.00037>.

2. Articles:

a. Refereed Journal Articles:

Wan, M., Zhang, Y., & Li, M. (Accepted / In Press). Do narcissistic employees remain silent? Examining the moderating roles of supervisor narcissism and traditionality in China. *Asian Business & Management*, (Department Ranking: A, Impact Factor: 2.192 [2019], ABDC: C, CABS: 2). <https://doi.org/10.1057/s41291-021-00153-3>.

Kelemen, T. K., Matthews, S. H., Wan, M., & Zhang, Y. (2020). The secret life of pets: The intersection of animals and organizational life. *Journal of Organizational Behavior*, 41(7), 694–697. (Department Ranking: A*, Impact Factor: 5 [2019], ABDC: A*, CABS: 4), <https://doi.org/10.1002/job.2465>.

Wan, M., Zivnuska, S. M., & Matthew, V. M. (2020). Examining mindfulness and its relationship to unethical behaviors. *Management Research Review*, 43(12), 1477–1497. (Department Ranking: C, Impact Factor: N/A, ABDC: C, CABS: 1), <https://doi.org/10.1108/MRR-01-2020-0035>.

Wan, M., Shaffer, M. A., Lau, T., & Cheung, E. (2019). The knife cuts on both sides: Examining the relationship between cross-domain communication and work-family interface. *Journal of Occupational and Organizational Psychology*, 92(4), 978–1019. (Department Ranking: A, Impact Factor: 2.636 [2019], ABDC: A, CABS: 4), <https://doi.org/10.1111/joop.12284>.

Singh, R., Zhang, Y., Wan, M., & Fouad, N. A. (2018). Why do women engineers leave the engineering profession? The roles of work-family conflict, occupational commitment, and perceived organizational support. *Human Resource Management*, 901–914. (Department Ranking: A*, Impact Factor: 2.934 [2018], ABDC: A*, CABS: 4), <https://doi.org/10.1002/hrm.21900>.

Fouad, N. A., Chang, W., Wan, M., & Singh, R. (2017). Women's reasons for leaving the engineering field. *Frontiers in Psychology*, 8, 1–11. (Department

Ranking: A, Impact Factor: 2.089 [2017], ABDC:N/A, CABS: N/A),
<https://doi.org/10.3389/fpsyg.2017.00875>.

Fouad, N. A., Singh, R., Cappaert, K., Chang, W., & Wan, M. (2016).
 Comparison of women engineers who persist in or depart from engineering.
Journal of Vocational Behavior, 92, 79–93. (Department Ranking: A*, Impact
 Factor: 2.555 [2016], ABDC: A*, CABS: 4),
<https://doi.org/10.1016/j.jvb.2015.11.002>.

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

Miller, B., Wan, M., The 80th Annual Meeting of the Academy of Management,
 "Unpacking the relationships among personality, work-family conflict, and mental
 health: A mega-meta-analytic path analysis," Vancouver, Canada. (August 2020).

Wan, M., Carlson, D., Quade, M., Kacmar, K. Michele, Southern Management
 Association Annual Meeting, "Examining work passion and prosocial behaviors at
 work and home." (October 2020).

Zhang, Y., Yin, K., Liu, B., Lu, X., Wan, M., "Empowering leadership and employee
 proactive behavior: The roles of leader effectiveness and empowerment expectation,"
 Norfolk, VA, United States. (October 2019).

Wan, M., Zhang, Y., Shaffer, M., Li, M., 78th Annual Meeting of the Academy of
 Management, "The influence of interpersonal conflict and support on work-family
 balance: A diary study," Chicago, IL, United States. (March 20, 2018).

Wan, M., Singh, R., 78th Annual Meeting of the Academy of Management, "'Thank
 Goodness it is Friday!': A Latent Growth Approach to Understanding Work-Family
 Balance.," Chicago, IL, United States. (March 10, 2018).

Wan, M. (Presenter & Author), Singh, R. (Author Only), Academy of Management
 Annual Meeting, "The daily effect of negative work events on satisfaction with
 work-family balance," Anaheim, CA. (August 9, 2016).

Zhang, Y. (Presenter & Author), Singh, R. (Author Only), Shaffer, M. (Author Only),
 Fouad, N. (Author Only), Wan, M. (Author Only), Academy of Management Annual
 Meeting, "Why do women engineers leave the engineering profession? Examining a
 moderated mediation model," Anaheim, CA. (August 9, 2016).

Wan, M. (Presenter & Author), Shaffer, M. (Author Only), Work and Family Researchers
 Network Conference, "Cross-Domain Communication and Work-Family Interface:
 The Mediating Role of Resource Loss," Washington, DC. (June 24, 2016).

Singh, R. (Presenter & Author), Wan, M. (Author Only), Dimitrova, M. (Author Only),
 Luk, D. (Author Only), Academy of Management Annual Meeting, "A three study

multi-source examination of the spillover-crossover model of work-family interface," Vancouver, Canada. (August 10, 2015).

Wan, M. (Presenter & Author), Shaffer, M. (Author Only), Francesco, A. M. (Author Only), Joplin, J. (Author Only), Lau, T. (Author Only), Cheung, E. (Author Only), Academy of Management Annual Meeting, "Cross-domain communication technology, work-family interface and life satisfaction," Vancouver, Canada. (August 10, 2015).

Wan, M. (Presenter & Author), Singh, R. (Author Only), Shaffer, M. (Author Only), Joplin, J. (Author Only), Work and Family Researchers Network Conference, "Scaling back on international assignments: Work and family matter.," New York City, NY. (June 14, 2014).

5. Other Works not in Print:

a. Works "submitted" or "under review":

Journal Articles:

Zhang, Y., & Wan, M. (Submitted / Under Review). Going to work while ill: A social perspective of presenteeism. *Journal of Occupational Health Psychology*. (March 17, 2021)

Yin, K., Zhang, Y., Wan, M., Kelemen, T., & Zhang, K. (Submitted / Under Review). Job crafting profiles in an Eastern context: A constructive replication and extension. *Asia Pacific Journal of Management*. (March 17, 2021)

Wan, M., Carlson, D. S., Kacmar, K. M. J., Perry, S. J., & Thompson, M. (Submitted / Under Review). Love on the rocks: An unintended consequence of remote work during COVID-19. *Journal of Applied Psychology*. (March 11, 2021)

Wan, M., Feng, L., Meng, X., Zhai, M., & Konopaske, A. R. (Submitted / Under Review). "Working College Students' Time Pressure and Work-School Conflict: Do Boundary Permeability and Dispositional Mindfulness Matter?" *Applied Research in Quality of Life*. (February 2021)

Wan, M., Shaffer, M. A., & Singh, R. (Submitted / Under Review). Spoiling for a fight: A day-level study on work and family interpersonal conflict and work-family balance satisfaction. *Journal of Occupational Health Psychology*. (February 27, 2021)

Wan, M., Shaffer, M. A., Zhang, Y., & Singh, R. (Submitted / Under Review). A latent growth approach to understanding work-family balance satisfaction. *Personnel Psychology*. (February 24, 2021)

- Carlson, D., Perry, S., Kacmar, K. M., Wan, M., & Thompson, M. (Submitted / Under Review). When work and family collide: Sense of control while working remotely during the coronavirus pandemic. *Human Relations*. (February 13, 2021)
- Wan, M., Kelemen, T. K., Zhang, Y., & Matthews, S. H. (Submitted / Under Review). An island of sanity under COVID-19: Does pet attachment support buffer employees' stress due to job insecurity? *Applied Psychology: An International Review*. (February 3, 2021)
- Zhang, Y., & Wan, M. (Submitted / Under Review). The double-edged sword effect of psychological safety climate: A multilevel theoretical model. *Team Performance Management*. (January 21, 2021)
- Zhai, M., Charles, J. S. J., & Wan, M. (Submitted / Under Review). Treat Me Now or Treat Me Later: Trimester-Specific Effects of Smoking Bans on Fetal Health. *Eastern Economics Journal*. (January 2, 2021)
- Wan, M., & Zhang, Y. (Submitted / Under Review). Family reciprocity immediacy and job burnout: Does family allocentrism make a difference? *International Journal of Intercultural Relations*. (December 24, 2020)
- Wan, M., Zhang, Y., Shaffer, M. A., Li, M., & Zhang, G. (Submitted / Under Review). An interpersonal perspective on work-family balance: A daily study. *Journal of Social Psychology*. (December 14, 2020)
- Yin, K., Zhang, Y., & Wan, M. (Submitted / Under Review). Empowering leadership and employee proactive behavior: The roles of leader effectiveness and empowerment expectation. *Asia Pacific Journal of Management*. (December 8, 2020)
- Carlson, D. S., Quade, M. J., Wan, M., & Kacmar, K. M. (Submitted / Under Review). Keeping up with the Joneses: Social Comparison of integrating work and family lives. *Human Relations*. (December 3, 2020)
- Wan, M., Shaffer, M. A., Dou, J., Zhang, M., & Zhang, Y. (Submitted / Under Review). A dyadic approach to examining dual-earner couples' boundary segmentation preferences and work-family conflict. *International Journal of Stress Management*. (November 12, 2020)
- Wan, M., Carlson, D. S., Quade, M. J., & Kacmar, K. M. (Submitted / Under Review). Does work passion influence prosocial behaviors at work and home? Examining the underlying work-family mechanisms. *Journal of Organizational Behavior*. (October 2, 2020)
- Quade, M. J., Wan, M., Carlson, D. S., Kacmar, K. M., & Greenbaum, R. (Submitted / Under Review). Beyond the bottom line: Don't forget to consider the role of the family. *Journal of Management*. (July 6, 2020)

Wang, H., Zhang, Y., & Wan, M. (Submitted / Under Review).

High-performance work systems and employee job burnout: The roles of organization-based self-esteem and departmental formalization. *Human Resource Management Journal*. (June 21, 2020)

b. Works "in progress":

Journal Articles:

Perry, S. J., Carlson, D. S., Kacmar, K. M., Wan, M., & Thompson, M. J. (In Preparation; Not Yet Submitted). Remote work stress during COVID-19: The cost of interruptions.

c. Other Works Not in Print:

Posters:

Wan, M., Shaffer, M., Society for Industrial and Organizational Psychology Conference, "A day-level study on interpersonal role conflict and work-family balance satisfaction," Austin, TX, United States. (April 2020).

Wan, M., Feng, L., Meng, X., Society for Industrial and Organizational Psychology Conference, "Mindfulness and work-school conflict: The mediating role of boundary permeability," Austin, TX, United States. (April 2020).

Wan, M., Li, M., Zhang, G., 2018 Work and Family Researchers Network Conference, "A diary study of relationships between interpersonal conflict and support, role engagement, and role burnout.," Washington, DC, United States. (June 21, 2018).

Li, M. (Presenter & Author), Zhang, P. (Author Only), Wan, M. (Author Only), Dong, L. (Author Only), Černe, M. (Author Only), Society for Industrial and Organizational Psychology Conference, "Help giving and creativity: how to achieve a win-win situation?," Orlando, FL. (April 28, 2017).

Wan, M. (Presenter & Author), Singh, R. (Author Only), Work and Family Researchers Network Conference, "I am more than meets the eye: Role identity expression and work-family interface," New York City, NY. (June 14, 2014).

Wan, M. (Presenter & Author), Shaffer, M. (Author Only), Francesco, A. M. (Author Only), Joplin, J. (Author Only), Lau, T. (Author Only), Cheung, E. (Author Only), Society for Industrial and Organizational Psychology Conference, "Cross-domain communication and technology usage and the work-family interface," Honolulu, HI. (May 16, 2014).

Symposiums:

Perry, S., Carlson, D., Kacmar, K. Michele, Wan, M., Thompson, M., 2021 the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, "Using Breaks Well during COVID-19: How can Remote Workers Buffer the Impact of Interruptions for the Benefit of Self and Spouse Satisfaction?." (April 2021).

Li, M. (These authors contributed equally to this submission), Rajadhyaksha, U. (These authors contributed equally to this submission), Santos, C. (These authors contributed equally to this submission), Shaffer, M. (These authors contributed equally to this submission), Wan, M. (These authors contributed equally to this submission), International Community Work and Family (CWF) Conference, "International research on family-friendly supports in different workplace contexts." (November 28, 2018).

Wan, M., Zhang, Y., Singh, R., Fouad, N., 77th Annual Meeting of the Academy of Management, "Exploring the Cultural and Societal Influences on Diversified Employees' Work-Family Experiences," Atlanta, GA, United States. (August 6, 2017).

C. Scholarly / Creative Grants and Contracts:

3. Funded Internal Grants and Contracts:

Wan, Maggie. McCoy Foundation Faculty Development fund. (Funded: November 2020 - May 2021). Grant.

Wan, Maggie. McCoy Research Grant, Texas State University, \$5,000.00. (Funded: 2019 - 2020). Grant.

Wan, Maggie. McCall 2020 Summer Research Stipend, \$8,000.00. (Funded: June 2020 - August 2020). Grant.

Wan, Maggie. McCoy Faculty Development Grant, Texas State University. (Funded: 2018 - 2019). Grant.

Wan, Maggie (Principal). Research Enhancement Grant, Texas State University, Texas State University, \$8,000.00. (Funded: January 1, 2017 - May 31, 2018). Grant.

D. Scholarly / Creative Fellowships, Awards, Honors:

Award / Honor Recipient: Roger L. Fitzsimonds Doctoral Scholarship, Sheldon B. Lubar School of Business, University of Wisconsin-Milwaukee.
May 2015

IV. SERVICE

A. Institutional

3. Department/School:

Member, Library committee. (August 2018 - Present).

Member, Scholarship committee. (January 2018 - Present).

Member, Business Communication Search Committee. (May 1, 2017 - October 19, 2017).

B. Professional:

Reviewer / Referee, Journal of Occupational and Organizational Psychology. (December 2020 - Present).

Reviewer / Referee, Management Research Review. (May 2020 - Present).

Reviewer / Referee, Journal of Global Mobility. (April 2020 - Present).

Communications Director, Work and Family Researchers Networking Community - Cross-Country Comparisons. (September 2018 - Present).

Editorial Review Board Member, Cross-cultural & Strategic Management, United States. (August 2018 - Present).

Reviewer / Referee, Southern Management Association Annual Meeting. (May 2017 - Present).

Reviewer, Journal Article, Journal of Management & Organization. (September 2016 - Present).

Reviewer, Conference Paper, Academy of International Business Annual Meeting. (January 2014 - Present).

Reviewer, Conference Paper, Academy of Management Annual Meeting. (January 2014 - Present).

D. Organization Memberships:

Southern Management Association. (April 2017 - Present).

Work and Family Researchers Network (WFRN). (April 2014 - Present).

Society for Industrial and Organizational Psychology (SIOP). (April 2013 - Present).

Academy of Management Annual Meeting (AOM). (March 2013 - Present).

TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Name: Tracy L. R. Watts

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MA	2016	Univ of the Incarnate Word	Communication Arts	
BS	1992	Northeastern Illinois University	Fashion Merchandising	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Grant Director, CIMA-LSAMP Program	St. Philip's College	2020 - Present
Per Course Lecturer, Management	Texas State University	2018 - Present
Grant Director, BAE-B-SAFE Program	St. Philip's College	2016 - 2020

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Communications Director	DreamWeek - Community Outreach Summit, San Antonio, TX	2013 - 2017
Marketing and Community Relations Director	The MightyGroup	2002 - 2017
Department Manager	Saks Fifth Avenue, San Antonio	1999 - 2002
Production Associate	Federated Merchandising Group	1998 - 1999
Assistant Manager	Ann Taylor, Inc.	1996 - 1998
Sales Manager	OEM Component Parts	1992 - 1996

II. TEACHING

B. Courses Taught:

Texas State University:

MGT 3453 - BCOMM & PROF DEVEL

G. Teaching Professional Development Activities Attended

Seminar, "Quality Matters "Designing Your Online Course"," Office of Distance and Extended Learning, Texas State University. (January 17, 2020).

III. SCHOLARLY/CREATIVE

B. Works Not in Print:

IV. SERVICE

D. Organization Memberships:

The San Antonio African American Community Archive and Museum Board Member. (2017 - Present).

The San Antonio African American Area Foundation Board Member. (2014 - Present).

TEXAS STATE VITA**I. Academic/Professional Background****A. Name and Title**

Name: Emily R. Wiley

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MBA	2005	Texas State University	Business Administration	
BBA	2004	Stephen F Austin State Univ	Finance	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Per Course Lecturer, Management	Texas State University	August 2015 - Present

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Substitute Teacher	Round Rock ISD, Round Rock, TX	2018 - Present
Data Analyst	Michael J. Brown	April 2012 - Present
Owner/Operator	I Heart Cloth	August 2009 - 2019
Independent Beauty Consultant	Mary Kay Cosmetics	October 4, 2014 - August 30, 2017
Independent Contractor	Finance/Accounting SME, A PASS EDUCATIONAL GROUP	November 2015 - February 2016
Embroiderer	Flying Threads Embroidery, Austin, TX, United States	March 2014 - January 2016
On-Call Branch Office Administrator	Edward Jones	May 2013 - January 2015
Product Performance Analyst	Multimedia Games	January 2012 - April 2012
Senior Project Financial Analyst	BAE Systems	April 2006 - January 2012

II. TEACHING

B. Courses Taught:

Texas State University:

MGT 3353 - BUS COMMUNICATION

MGT 3361 - SMALL BUS OP & FIN

MGT 3453 - BCOMM & PROF DEVEL

F. Other:

Virtual Business Professional Program, USC Marshall School of Business. (August 2020 - May 2021).

mock interviews, Bobcat Career Prep, Texas State University Career Services. (2016 - 2019).

G. Teaching Professional Development Activities Attended

Seminar, "Quality Matters, online teaching certification." (2016).

III. SCHOLARLY/CREATIVE

B. Works Not in Print:

E. Scholarly / Creative Professional Development Activities Attended:

Conference Attendance, "Wingstop franchise convention," Wingstop. (October 6, 2019 - October 7, 2019).

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Laura Williams

Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MA	2000	University of Texas at Austin	Journalism	
BA	1992	DePauw University	English Composition	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Per Course Lecturer, Management	Texas State University	January 2018 - Present

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Owner	Laura BW Coaching & Consulting, LLC.	January 2021 - Present
Principal and Co-Owner/Co-Founder	Momentum Public Relations, LLC	2008 - 2020
Managing Supervisor	Fleishman-Hillard International Communications	2000 - 2005
Account Executive	Springbok Technologies	1999 - 2000
Public Relations Specialist	VTEL Corporation	1998 - 1999
Publicist	KLRU-TV (PBS)	1993 - 1998

E. Other Professional Credentials (licensure, certification, etc.)

Professional Certified Coach, The Life Coach School, Allen TX. (April 2021).

II. TEACHING

B. Courses Taught:

Texas State University:

MGT 3453 - BCOMM & PROF DEVEL

G. Teaching Professional Development Activities Attended

Workshop, "co-producer/co-founder, Distinguished Guest Speaker in Business Communication series." (August 2020 - May 2021).

Workshop, "Guest Speaker, The Women in Business Association," McCoy College, Texas State University. (April 2021).

Seminar, "Quality Matters, Online Teaching Certification." (2018).

III. SCHOLARLY/CREATIVE

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

Williams, L. E. B. (Student), Annual Conference, "A Few Words Between Friends: A Comparison of How Two Elites, Lyndon Johnson and the Washington Post, Framed the Issue of Civil Rights Legislation in December 1963," Association for Education in Journalism and Mass Communication, Baltimore, MD. (July 1998).

IV. SERVICE

D. Organization Memberships:

National Charity League. (2020 - Present).

Parent Teacher Student Association, James Bowie High School, Austin, Texas. (2020 - Present).

Women Communicators of Austin (WCA). (January 2006 - Present).

Social Media Marketing World. (2018).

Circle C Child Development Center Board of Directors. (2008 - 2011).

The Heart Gallery of Central Texas Co-Chair. (2005).

E. Service Honors and Awards:

Award / Honor Recipient: Gladys Whitney Hearst Outstanding Chapter Member, Association for Women in Communications, Austin Professional Chapter.

April 2008 - Present

TEXAS STATE VITA**I. Academic/Professional Background**

A. Name and Title

Name: Chris Zigrossi Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MBA	2008	University of Phoenix	Business Administration	
BS	2006	University of Phoenix	Accounting	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Per Course Lecturer	Texas State University	2009 - Present

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Managing Director	GoZig Holdings, LLC	2020 - Present
Business Process Director	MTG Management, Inc.	August 2005 - Present
Managing Director	MTG Management, Inc	2011 - 2019
Controller/Operations Manager	MicroCheck Systems, Inc. & Educated Solutions	January 2004 - July 2005
Controller/Consulting Manager	Celtic Professional Services, Inc.	January 2003 - January 2004
Controller/Managing Director	Pharos Groups, LLC and Pharos Consulting	April 2000 - December 2002
Managing Director of Operations, District Manager, General Manager	DoubleDave's Pizzaworks	May 1996 - March 2000

II. TEACHING

B. Courses Taught:

Texas State University:

MGT 3303 - MGT OF ORGANIZATION

MGT 3360 - STUDIES IN ENTREPR

MGT 3361 - SMALL BUS OP & FIN

MGT 3362 - ISSUES IN FAM BUS

MGT 4335 - STRATEG MGT & BUS

MGT 4373 - HUMAN RESOURCE MGT

MGT 4399 - IND STUDY IN MGMT

G. Teaching Professional Development Activities Attended

Seminar, "Foundations of Online Course Design and Development," Texas State University. (2013).

III. SCHOLARLY/CREATIVE

B. Works Not in Print:

IV. SERVICE

A. Institutional

1. University:

Advisor, Student Start-Up (Lifetime Automotive). (May 1, 2013 - Present).

Advisor, Student Start-Up (Student Rent It). (January 1, 2012 - December 31, 2013).

Advisor, Student Organization (Partners in Premier Business). (January 1, 2011 - December 31, 2011).

B. Professional:

Consultant, Small Business portfolio.

President, SE Williamson County MUD, Georgetown, TX, United States. (January 2016 - Present).

C. Community:

Board Member, Williamson County Independent Water District.

TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

Name: Sam Zigrossi Title: Lecturer

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Thesis/Dissertation</i>
MBA	1980	Golden Gate University	Business Administration	
MS	1969	University of Utah	Educational Administration	
BS	1964	University of Utah	Mathematics	

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Lecturer, School of Business	Texas State University-San Marcos	September 1, 1983 - Present

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Math Tutor	Mathnasium, Austin, TX, United States	August 1, 2015 - Present
Subject Matter Expert	Williamson County Institute for Excellence, Georgetown, TX, United States	January 1, 2013 - Present
Program Director, Charles A. Dana Center	University of Texas	February 1998 - May 2012
Part Owner	Human Resource Publishing Company	January 1997 - August 2005
Education Executive	IBM	1987 - 1997
Corporate Vice president of Education and Leadership Development	Columbia Healthcare	February 1997 - September 1997
Site Services Director for a large Manufacturing and Development site	IBM	1984 - 1987
Site Personnel Director for a	IBM	October 1980 -

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
large Manufacturing and Development site		February 1984
Personnel Director for the Research Laboratory, Development Laboratory, and Division Staff	IBM	June 1976 - July 1977
Corporate Senior Human Resources Planning Specialist	IBM	February 1972 - May 1976
Labratory Education Manager	IBM	1970 - 1972

E. Other Professional Credentials (licensure, certification, etc.)

Baldrige Quality Award examiner, Quality Texas Foundation. (July 2012 - December 2020).

Certified Instructor for ITILV3 Foundations course, Inxelerate global Certification company for Information Management. (October 2012 - October 2020).

II. TEACHING

A. Teaching Honors and Awards:

Award / Honor Recipient: Favorite Professor in Business Department, Tx State.
May 1987

B. Courses Taught:

Texas State University:

MGT 3303 - MGT OF ORGANIZATION

MGT 4372 - EFFECTIVE LEADERS

MGT 4373 - HUMAN RESOURCE MGT

MGT 4378 - TRAINING & DEVELOPMENT

MGT 4379 - ORG STAFFING

MGT 4399 - IND STUDY IN MGMT

MGT 5314 - ORG BEHAVIOR & THEORY

C. Directed Student Learning (i.e. theses, dissertations, exit committees, etc.):

Member, Master's Thesis Committee Member, "Participative Management: An implementation Model", Status: Completed. (June 1986 - December 1987).
Management.
Student(s): Irene Galloway.

D. Courses Prepared and Curriculum Development:

Introduction to Human Resource Management, Curriculum Development, Texas State University. Taught: June 2012 - December 2019.

Training and Development, Revise Existing Course, Texas State University. Taught: January 2018 - May 2020.

Staffing Organizations, Revise Existing Course, Texas State University. Taught: January 2017 - December 2019.

F. Other:

Tutoring. 20. (September 1, 2014 - December 18, 2015).

III. SCHOLARLY/CREATIVE

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

Zigrossi, S., National Staff Development Annual Conference, "The Systems Model for Improving Student Achievement," National Staff Development. (2009).

Zigrossi, S., 2008 Regional Education Conference, "Changing the System," University of Texas-Permian Basin. (2008).

Zigrossi, S., 2008 Texas Association of Secondary School Leaders, "The 7 Habits of Unsuccessful School Leaders," Texas Association of Secondary School Leaders. (2008).

Zigrossi, S., 2008 Texas Association of School Administrators Annual Conference, "Translating Research into Action," Texas Association of School Administrators. (2008).

Zigrossi, S., 2007 Texas Association of School Administrators Annual Conference, "Translating Research into Action," Texas Association of School Administrators. (2007).

Zigrossi, S., 2006 Texas Association of School Administrators Annual Conference, "Translating Research into Action," Texas Association of School Administrators. (2006).

Zigrossi, S., 2005 Texas Association of School Administrators Annual Conference, "Translating Research into Action," Texas Association of School Administrators. (2005).

Zigrossi, S., Texas Association of School Administrators Annual Conference, "Translating Research into Action," Texas Association of School Administrators. (2004).

2. Invited Talks, Lectures, and Presentations:

Zigrossi, S., National Council of Teachers of Mathematics Regional Conference, "Mathematics in the 21st Century," National Council of Teachers of Mathematics, Texas State University, Austin, TX. (July 20, 2010).

Zigrossi, S., 2009 Leadership Conference, "The Role of Instructional Leadership," University of Texas-Permian Basin. (2009).

Zigrossi, S., Texas ASCD State Convention 2008, "A Systems Model for Improving Student Achievement," Texas ASCD. (2008).

Zigrossi, S., National Science Teachers 2006 National Congress, "Education in a Network World," National Science Teachers. (2006).

3. Consultancies:

Non-Governmental Organization (NGO), Habitat for Humanity of Williamson County, Georgetown, TX. (March 2013 - December 2014).

Non-Governmental Organization (NGO), State Bar of Texas, Austin, TX. (May 2006).

Academic, Southwest Texas State University, San Marcos, TX. (1994 - 2001).

Non-Governmental Organization (NGO), Seton Hospital, Austin, TX. (February 1984 - December 2000).

For Profit Organization, Telecommunications Company, Austin, TX. (1992 - 1994).

5. Other Works not in Print:

c. Other Works Not in Print:

Advisor for Masters Thesis for Ilean Galloway, B.B.A. for Graduate School, at University of Texas s:

Zigrossi, S. (Advisor), Participative Management: An Implementation Model, University of Texas At Austin, Austin, United States. (May 15, 1988).

Creative Works Cited in Conference Papers / Presentations:

Zigrossi, S. J., National Quality and Education Conference, "Quality and Education: Critical Linkages," National Center for Manufacturing Sciences and Texas Governors Office, AUSTIN, TX. (January 30, 1993).

Keynote / Plenary Addresses:

Zigrossi, S., Job Training and Partnership National Conference, "Building a Comprehensive Learning Community: An America 2000 Proposal to design a New Generation of American Schools," New American School Development Corporation, Dallas, TX. (February 14, 1992).

E. Scholarly / Creative Professional Development Activities Attended:

Workshop, "Introduction to Quality Matters," Quality Matters, San Marcos, TX, United States. (January 25, 2019 - May 15, 2020).

Self-Study Program, "Introduction to CANVAS," CANVAS, Austin, TX, United States. (March 1, 2019 - May 15, 2019).

Workshop, "Developing on-line education," Texas State University, San Marcos,, TX, United States. (July 2013).

IV. SERVICE

A. Institutional

1. University:

Task Force Member, Southwest University Quality Team. (August 1994 - June 2001).

3. Department/School:

Faculty Advisor, Independent Study. (June 2014 - August 2014).

D. Organization Memberships:

NEA (NEA).

Society of Human Resources.

Texas State Teachers Association (TSTA).

World Future Society.

E. Service Honors and Awards:

Award / Honor Recipient: Community Service Award, IBM.

June 1994

Award / Honor Recipient: President Reagan Citation for Private Sector Education
Initiatives, Office Education and Economy.

August 1990