

JERRY "BRYAN" FULLER

Professor of Management

Humana/McCallister Endowed Professor in Management and Marketing

Department of Management
College of Business
Office: College of Business #321
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EDUCATION & PROFESSIONAL CERTIFICATION

Doctor of Philosophy (PhD), University of Alabama, 1999.

- Major: Organizational Behavior
- Minor: Strategic Management
- Dissertation title: *A closer look at how perceptions of procedural justice influence union-related attitudes and behaviors.*

Masters of Business Administration, Stephen F. Austin State University, 1991.

Bachelor of Science in Business and Commerce, University of Houston-Downtown, 1985.

- Major: Purchasing and Materials Management

TEACHING EXPERIENCE

Louisiana Tech University – 2000 to present.
Arkansas State University-Fort Smith - 1997-2000
University of Alabama – 1992-1997.

Classes taught while at Louisiana Tech University:

Undergraduate Classes

First Year Experience (FYE 100)
Business Essentials (A&B 101)
Organizational Management (MGMT 310)
Leadership (MGMT 360)
Collective Bargaining (MGMT 419)
Advanced Leadership (MGMT 440)
Personnel Management (MGMT 470)
Compensation Systems (MGMT 472)

Seminar in Personnel and Industrial Relations (MGMT 478)

Graduate Classes

Contemporary Management (MGMT 510)

Human Resource Management (MGMT 537)

Leadership (BUS 594C)

Human Resource Management (MGMT 637)

Organizational Behavior (MGMT 571)

Organizational Behavior (MGMT 671)

Current Research Issues in Management (MGMT 603)

Producing Publishable Research (MGMT 604)

Doctoral Seminar in Research (Special Topics—MGMT 620)

Member of Doctoral Dissertation Committee:

Amy McMillan-Capehart (complete)

Nicholas Twigg (complete)

Kyle Ristig (complete)

Barbara Allison (complete)

Gordon Moesley (complete)

Son Le (complete)

Susie Cox (complete)

Alison Wall (complete)

Shelly Marasi (complete)

William Li (complete)

Matt Lovett (in progress)

Chair of Doctoral Dissertation Committee:

Laura Marler (complete)

Yan Liu (complete)

Khai Nguyen (complete)

Kristen Brewer (Co-Chair with Jim Courtney; complete)

Brian Waterwall (complete)

Saleh Bajaba (in progress)

Management Doctoral Student Coordinator/Advisor:

Management and Information Systems Department, 2010-2013.

Management Department, 2013-2016.

RESEARCH AND INTELLECTUAL CONTRIBUTIONS

I. Discipline-Based Scholarship

A. Peer Reviewed Journal Articles

"A+" Journals

- Fuller, J. B., Marler, L., & Hester, K. 2012. Bridge building within the province of proactivity. Journal of Organizational Behavior, 33(8), 1053-1070.
- Fuller, J. B., Marler, L., & Hester, K. 2006. Promoting felt responsibility for constructive change and proactive behavior: Exploring aspects of an elaborated model of work design. Journal of Organizational Behavior, 27, 1089-1120.
- Fuller, J. B. & Hester, K., 2001. A closer look at the relationship between justice perceptions and union participation. Journal of Applied Psychology, 86(6), 1096- 1106.
- Fuller, J. B. & Hester, K. 1999. Comparing the sample-weighted and unweighted meta-analysis: An applied perspective. Journal of Management, 25(6), 803-828.

"A" Journals

- Fuller, J. B., Simmering, M., Cox, S., Marler, L., Bennett, R., & Curry, J. 2017. A gendered emotional display perspective on workplace touch and perceived supervisor support. Journal of Managerial Issues, 29(4), 395-413.
- Waterwall, B., Fuller, B., & Budden, H. 2017. Understanding the inner muse: Integrating the creative self-efficacy literature. Journal of Managerial Issues, 29(2), 189-210.
- Le, S., Fuller, J. B., Muriithi, S., Walters, B., & Kroll, M. (2015). The influence of top managers' values on corporate social performance: A meta-analysis. Journal of Managerial Issues, 27(1-4), 9-27.

- Fuller, J. B., Marler, L., & Hester, K., & Otondo, R. 2015. Leader reactions to proactive behavior: Giving credit where credit is due. Human Relations, 68(6), 879-898.
- Simmering, M., Fuller, J. B., Marler, L., & Cox, S. & Bennett, R. 2013. Tactile interaction norms and positive workplace touch. Journal of Managerial Issues, 25(2), 132-153.
- Marler, L., Cox, S., Simmering, M., Fuller, J. B., & Bennett, R. 2011. Exploring the role of touch and apologies in forgiveness of workplace offenses. Journal of Managerial Issues, 23(2), 144-163.
- Gibney, R., Zagencyzyk, T., Fuller, J. B., Hester, K., & Caner, T. 2011. Exploring organizational obstruction and the expanded model of organizational identification. Journal of Applied Social Psychology, 41(5), 1081-1107.
- Fuller, J. B., Simmering, M., Marler, L., Cox, S., Bennett, R., & Cheramie, R. 2011. Exploring touch as a positive workplace behavior. Human Relations, 62, 231-256.
- Atinc, G., Darrat, M., Fuller, J. B., & Parker, B. 2010. Perceptions of organizational politics: A meta-analysis of theoretical antecedents. Journal of Managerial Issues, 22, 494-513.
- Fuller, J. B., Hester, K., Cox, S. 2010. Proactive personality and job performance: Exploring job autonomy as a moderator. Journal of Managerial Issues, 22, 35-51.
- Fuller, J. B. & Marler, L. 2009. Change-driven by nature: A meta-analytic review of the proactive personality literature. Journal of Vocational Behavior, 75, 329-345.
- Fuller, J. B., Hester, K., Barnett, T., Beu, D., Frey, L., & Relyea, C. 2009. Extending the group engagement model: An examination of the interactive effects of prestige, respect, and employee role identity. Journal of Managerial Issues, 21, 119-139.
- Fuller, J. B., Barnett, T., Hester, K., Relyea, C., & Frey, L. 2007. An exploratory examination of voice behavior from an impression management perspective. Journal of Managerial Issues, 19, 134-151.

- Fuller, J. B., Hester, K., Barnett, T., Frey, L., & Relyea, C., & Beu, D. 2006. Perceived external prestige and internal respect: New insights into the organizational identification process. Human Relations, 59, 815-846.

"B" Journals

- Bajaba, S., Fuller, B., Bajaba, A., & Marler, L. In Press. "Does Mindfulness Enhance the Beneficial Outcomes that Accrue to Employees with Proactive Personalities?" Accepted for publication in Current Psychology.
- Fuller, B., Liu, Y., Bajaba, S., Marler, L. E., & Pratt, J. 2018. Examining how the personality, self-efficacy, and anticipatory cognitions of potential entrepreneurs shape their entrepreneurial intentions. Personality and Individual Differences, 125, 120-125.
- Liu, Y., Fuller, J. B., Dickerson, M., Hester, K. 2018. Linking authentic leadership to subordinate behaviors: An exploration of psychological mechanisms. Leadership and Organizational Development Journal, 39(2), 218-233.
- Twigg, N., Fuller, J. B. & Hester, K. 2008. Transformational leadership in labor organizations: The effects on union citizenship. Journal of Labor Research, 29, 27-41.
- Fuller, J. B. & Hester, K. 2007. Procedural justice and the cooperative worker: An interactional model of union participation. Journal of Labor Research, 28, 189-202.
- Fuller, J. B., Marler, L., Hester, K., Frey, L., & Relyea, C. 2006. Construed External Image and Organizational Identification: A Test of the Self-Esteem Hypothesis. Journal of Social Psychology, 146, 701-716.
- Fuller, J. B., Hester, K., Barnett, T., Frey, L., & Relyea, C. 2006. Perceived organizational support and perceived external prestige: Predicting organizational attachment for University faculty, staff, and administrators. Journal of Social Psychology, 146, 327-347.
- Fuller, J. B., Barnett, T., Hester, K., & Relyea, C., 2003. A social identity perspective on the relationship between perceived organizational support and organizational commitment. Journal of Social Psychology, 143(6), 789-791.

- Hester, K. & Fuller, J. B., 2001. Building union commitment: The impact of parental attitudes and participation. Labor Studies Journal, 26(2), 17-30.
- Hester, K. & Fuller, J. B. 1999. An extension of the family socialization model of union attitudes. Journal of Social Psychology, 139(3), 396-398.
- Fuller, J. B., Morrison, R., Jones, L., Bridger, D., & Brown, V. 1999. The effects of psychological empowerment on the relationship between transformational leadership and job satisfaction. Journal of Social Psychology, 139(3), 389-391.
- Fuller, J. B. & Hester, K. 1998. The impact of labor relations climate on the union participation process. Journal of Labor Research, Winter, 113-127.
- Fuller, J. B. & Hester, K. 1997. Another look at pre-employment predictors of general union attitudes. Psychological Reports, 81, 1327-1330.
- Morrison, R., Jones, L., & Fuller, J. B. 1997. The relation between leadership style and empowerment and its effect on nursing job satisfaction. Journal of Nursing Administration, 27, 1-8.
- Fuller, J. B., Hester, K., Dickson, P., Allison, B. J., & Birdseye, M. 1996. A closer look at select cognitive precursors to organizational turnover: What has been missed and why. Psychological Reports, 78, 1331-1352.
- Fuller, J. B., Patterson, C. P., Hester, K., & Stringer, D. 1996. A quantitative review of charismatic leadership research. Psychological Reports, 76, 271-287.

B. Other Intellectual Contributions

- Fuller, J. B., Marler, L., Bajaba, S., & Lovett, M. (2018). "Deconstructing the Proactive Personality Construct: Exploring a Change-Control Circumplex Model", Accepted for presentation at the 2018 Academy of Management meetings, Chicago, IL.
- Fuller, J. B. (2018). "*Proactivity in organizations.*" Invited roundtable discussion leader, Mid-South Management Research Consortium, Starkville, Mississippi.
- Bajaba, S., Fuller, J. B., Bajaba, A. (2017). *Does mindfulness enhance the beneficial outcomes that accrue to employees with proactive personalities.* Presented at the Midwest Academy of Management meeting in Chicago, IL.
*Nominated for Best Paper award.
- Marler, L. E., Fuller, J. B., Bajaba, S., Lovett, M., & Simmering, M. J. (2017). *Advancing the assessment of proactivity: Construct clarity, the emerging developmental view, CMV, and Cultural Generalizability.* Panel Symposium, Southern Management Association annual meeting, St. Pete Beach, Florida.
- Fuller, J. B. (2016). "*Proactivity in organizations.*" Invited roundtable discussion leader, Mid-South Management Research Consortium, Starkville, Mississippi.
- Marler, L. & Fuller J. B. (2016). "The emergence of dark riders in high performance work systems." In Neal Ashkanasy, Mark Martinko, Rebecca Bennett (Eds.) *Understanding the High Performance Workplace: The Line between Motivation and Abuse*, pp. 207-230. Routledge Psychology Press: New York, New York.
- Fuller, J. B., Marler, L., Cox, S., Bennett, R., & Curry, J. 2015. *You've got the touch, or do you? A gendered emotional display perspective on perceptions of supervisor support.* Accepted for presentation at Southern Management Association meeting, St. Pete Beach, Florida.
- Theys, E., Deselles, M., Chambers, R., Fuller, B. 2015. *A meta-analytic test of the outcomes of overqualification.* Presented at Society for Industrial and Organizational Psychology, Philadelphia, PA.

- Fuller, B., Dickerson, M., Bennett, R., Curry, J., Marler, L., Cox, S. 2014. *Appropriateness of supervisor touch: A gendered emotional display perspective*. Louisiana Tech University Undergraduate Research Presentation.
- Waterwall, B., Budden, H., & Fuller, B. 2014. *No muse necessary: A review of the creative self-efficacy literature*. Accepted for Presentation at Southern Management Association meeting, Savannah, GA.
- Scanu, W., Theys, E., DeLeon, J., & Fuller, B. 2014. *The Real McCoy: Integrating the empirical research on authentic leadership*. Accepted for Presentation at Southern Management Association meeting, Savannah, GA.
- ***Best Doctoral Student Paper Award in the Organizational Behavior Track.
- ***Best Doctoral Student Paper Overall Award—all tracks.
- Ashkanasy, N., Bennett, R., Martinko, M., McAllister, D., Lord, R., Tepper, B., Bies, R., Harvey, P., Chan, E., Fuller, B., Tripp, T., Marler, L., Butler, F. 2014. *Symposium: High Performance Work Practice or Abusive Supervision: Where's the Boundary?* Presented at Academy of Management meeting, Philadelphia, PA.
- Theys, E., Scanu, W., & Fuller, B. 2014. *A meta-analytic test of outcomes and correlates of ethical leadership*. Presentation at Academy of Management meeting, Philadelphia, PA.
- Nguyen, K. & Fuller, B. 2013. *Deep down: A fit perspective on supervisor reactions to subordinate proactivity*. Presented at Southern Management Association meeting, New Orleans, Louisiana.
- Muriithi, S., Le, S., Walters, B., Fuller, J. B. 2013. *The influence of top manager's values and power on corporate social performance: A meta-analysis*. Presented Academy of Management meeting, Lake Buena Vista, Florida.
- Wu, C., Strauss, K., Anseel, F., Crommelinck, M., De Beuckelaer, A., Fuller, J. B., O'Shea, D., Parker, S., Searle, B., Sonnentag, S., Starzyk, A., Wang, Y., Yao, X. 2013. Symposium entitled "Why do individuals engage in proactive behavior: Understanding motivations behind proactivity." Academy of Management

meeting, Lake Buena Vista, Florida

- Fuller, J. B., Marler, L., & Hester, K. 2012. *Leader reactions to proactive behavior: Giving credit where credit is due*. Presented at the Academy of Management meeting, Boston, Mass.
- Fuller, J. B., Marler, L., Simmering, M. Cox, S., Cheramie, R. 2011. *Fulfilling the need for touch at work*. Presented at the Academy of Management meeting, San Antonio, Texas.
- Fuller, J. B., Simmering, M., Marler, L., Cox, S., & Bennett, R. 2010. *Tactile Interaction Norms and Touch Self-efficacy: Predicting Managers' use of Touch at Work*. Presented at Southern Management Association meeting, Clearwater Beach, Florida.
- Marler, L. E., Fuller, J. B., & Cox, S. 2009. *Predicting voice behavior and taking charge behavior: A selection perspective*. Presented at 2009 Academy of Management meeting, Chicago, Illinois.
- Fuller, J. B., Liu, Y. & Pratt, J. 2009. *Toward a Better Understanding of Personality, Self-efficacy Cognitions, and Entrepreneurial Intentionality*. Presented at 2009 Southwest Academy of Management, Oklahoma City, Oklahoma.
- Fuller, J. B., Liu, Y. & Wall, A., & Hester, K. 2009. *Manager-rated Affective Commitment to the Organization: Exploring New Antecedents and Outcomes*. Presented at 2009 Southwest Academy of Management, Oklahoma City, Oklahoma. *Best Paper Award in Organizational Behavior Track.
- Atinc, G., Darrat, M., & Fuller, J. B. 2009. *Perceptions of Organizational Politics: A Meta-analysis*. Presented at 2009 Southwest Academy of Management, Oklahoma City, Oklahoma.
- Posey, C., Liu, Y. and Fuller, J. B. 2008. *A Meta-analytic Review of More than a Decade of Research on General Computer self-efficacy*. Presented at the 2008 Americas Conference on Information Systems (AMCIS) meeting. Toronto, Canada.
- Fuller, J. B. and Marler, L., 2008. *Change-driven by Nature: A Meta-analytic Review of the Proactive Personality Literature*. Presented at the 2008 Academy of Management meeting, Anaheim, California.

- Fuller, J. B., Marler, L., Cox, S., & Bennett, R. 2007. *Tactile Interaction at Work: Validating Measures of Touch Self-Efficacy and Touch Anxiety*. Presented at Southern Management Association meeting, Nashville, Tennessee.
- Fuller, J. B., Hester, K., & Marler, L. 2007. *Using Performance Theory to Better Understand Proactive Engagement at Work*. Presented at the 2007 Academy of Management meeting, Philadelphia, Pennsylvania.
- Gibney, R., Zagenczyk, T., Fuller, J. B., Hester, K., & Caner, T. (2007). *Organizational Support and Obstruction: An Expanded view of Exchange in Organizations*. Presented at the 2007 Academy of Management meeting, Philadelphia, Pennsylvania.
- Simmering, M. J., Fuller, J. B., Marler, L., Bennett, R. 2006. *Touch Self-Efficacy and Touch Anxiety: First Steps Toward Touch as a Positive Organizational Behavior*. Proceedings of Southern Management Association meeting, Clearwater Beach, Florida.
- Fuller, J. B., Hester, K., Barnett, T., Beu, D., Frey, L., Relyea, C. 2006. *Extending the Group Engagement Model: An Examination of the Interactive Effects of Prestige, Respect, and Employee Role Identity*. Proceedings of Southwest Academy of Management meeting, Oklahoma City, Oklahoma.
- Fuller, J. B., Marler, L., Hester, K., Frey, L., Relyea, C. 2006. *Construed External Image and Organizational Identification: A Test of the Self-Esteem Hypothesis*. Proceedings of Southwest Academy of Management meeting, Oklahoma City, Oklahoma.
- Marler, L., Fuller, J. B., & Hester, K. 2005. *Promoting Felt Responsibility for Constructive Change and Voice Behavior: A Structural and Socio-structural Approach*. Proceedings of the Southern Management Association meetings. Charleston, South Carolina.
- Fuller, J. B. & Hester, K. 2005. *Proactive Personality, Taking Charge, and Performance: Analyzing Autonomy as a Moderator*. Presented at the Academy of Management meetings. Honolulu, Hawaii.

- Fuller, J. B., Barnett, T., Hester, K., Relyea, C., & Frey, L. 2004. *Voice and helping behaviors: Contrasting effects of personality-situation interactions*. Proceedings of Southern Management Association meetings. San Antonio, Texas.
- Twigg, N., Fuller, J. B., & Hester, K. 2004. *Fostering a covenantal relationship in labor organizations: A fresh look at perceived union support*. Proceedings of Southern Management Association meetings. San Antonio, Texas.
- Fuller, J. B., Hester, K., Barnett, T., Relyea, C. & Frey, L. 2003. *Cosmopolitans and Locals: Toward a greater understanding of organizational support and prestige*. Presentation at Academy of Management meetings. Seattle, Washington.
- Fuller, J. B. 2002. *The use and misuse of theory in meta-analytic examinations of union-related attitudes and behavior*. Presented at Master-point Meta-Analysis in Economics: An International Colloquium. Amsterdam, The Netherlands.
- Hester, K. & Fuller, J. B. 2000. *The influences of individualism/collectivism and procedural justice on union participation*. Proceedings of the Southwest Academy of Management meetings. San Antonio, Texas.
*Best Paper Award, Human Resources/Industrial Relations Track and Runner-up Best Paper in Conference.
- Hester, K. & Fuller, J. B. 1998. *Extending the family socialization model of attitude development to the unionized work context*. Proceedings of the Southern Management Association meetings. New Orleans, Louisiana.
- Fuller, J. B. & Hester, K. 1998. *Extending the social exchange model of union commitment: An examination of steward leadership and union justice*. Presentation at the Academy of Management meetings. San Diego, California.
- Fuller, J. B. & Hester, K. 1996. *Assessing the impact of labor relations climate upon the union participation process*. Proceedings of the Southern Management Association meetings. New Orleans, Louisiana. *Best Doctoral Student Paper Award (Human Resources/Careers Track).

- Fuller, J. B. & Hester, K. 1995. *A meta-analytic review of antecedents, correlates, and consequences of union commitment*. Proceedings of the Southern Management Association meetings. Orlando, Florida. *Best Doctoral Student Paper Award (Human Resources/Careers Track).
- Patterson, C. P., Fuller, J. B., Hester, K., Stringer, D. 1995. *A meta-analytic examination of leadership style and selected follower compliance outcomes*. Presented at the Academy of Management meetings. Vancouver, B.C., Canada.
- Fuller, J. B., Patterson, C. P., Hester, K., & Stringer, D. 1995. *Meta-analytic methods variance in non-normal sample domains: Hunter and Schmidt vs. Osburn and Callender*. Presented at the Academy of Management meetings. Vancouver, B.C., Canada. *Best Doctoral Student Paper Award (Research Methods track)
- Patterson, C., Fuller, J. B., Hester, K., & Stringer, D. 1995. *A meta-analytic examination of charismatic leadership and selected subordinate compliance outcomes*. Proceedings of the Southwest Academy of Management meetings. Houston, Texas.
- Fuller, J. B. 1994. *Toward a restriction of change model for groups: Why old habits die hard*. Presented at the Academy of Management meetings. Dallas, Texas.
- Allison, B., Dickson, P., Hester, K., & Fuller, J. B. 1994. *The relationship between employee job satisfaction and turnover intentions: A meta-analytic examination*. Proceedings of the Southern Management Association meetings. New Orleans, Louisiana.
- Fuller, J. B. 1994. *An exploratory investigation of opportunism, trust, and forbearance: A pilot study of three core joint venture concepts*. Proceedings of the International Association of Management meetings. Dallas, Texas.
- Crown, D., Fuller, J. B., & Seers, A. 1993. *Multiple-level intentional behavior: The allocation of effort between individual and group level effort*. Presented at the Academy of Management meetings. Atlanta, Georgia.

II. Contributions to Practice

A. Peer Reviewed Journal Articles

Elite Level I (Starred Category I)

Level I (Category I)

Level II (Category II)

B. Other Intellectual Contributions

- Watts, L., Fuller, J. B., & Hudnall, J. 1990. *Gaining a competitive advantage in the concrete work industry*. Proceedings of the United States Association of Small Business and Entrepreneurship meetings. Orlando, Florida

III. Learning and Pedagogical Scholarship

A. Peer Reviewed Journal Articles

Elite Level I (Starred Category I)

Level I (Category I)

Level II (Category II)

B. Other Intellectual Contributions

- Thompson, A., & Fuller, J. B. 1996. Whirlpool Corporation. In A. Thompson, & A. J. Strickland's *Strategic Management: Concepts and Cases*, 9th ed., Irwin Publishers: New York, pp. 738-767.
- Thompson, A., & Fuller, J. B. 1998. Whirlpool Corporation. In A. Thompson, & A. J. Strickland's *Strategic Management: Concepts and Cases*, 10th ed., Irwin Publishers: New York, pp. 728-757.

PROFESSIONAL ACTIVITIES

Professional Experience

- Special Projects Buyer/Contract Administrator, Brown & Root, Inc., Comanche Peak Steam Electric Station, Glen Rose, Texas. Nuclear Purchasing Group.

Public Service

- Boy Scouts of America: Explorer Post Advisor 1983-85, District Committee Member 1983-85, 2001, 2016-present, Master of Ceremony, Recruiting Night 2009, 2010, 2011; Louisiana Purchase Council Eagle Review Board, 2010-present; Den Leader 2012-2014, Assistant Scoutmaster 2015 to present.
- Habitat for Humanity (Tuscaloosa) Board of Directors Member 1995-96; Volunteer 1994, 2004.
- Kiwanis 2003, 2004.

Professional Service

- Member: Editorial Board for *Journal of Organizational Behavior* (2017-present).
- Reviewer:
Journal of Applied Social Psychology, 2011.
Human Resource Management Journal, 2011, 2012.
Organization Science, 2009, 2010.
Journal of Labor Research, 2009, 2010.
European Journal of Work and Psychology, 2007, 2015
Journal of Organizational Behavior, 2006. 2014-17.
Group and Organization Management, 2006.
Journal of Managerial Issues, 2005, 2006, 2009, 2010, 2012, 2013, 2015, 2016, 2018.
Human Relations, 2005-2018.
Journal of Occupational and Organizational Psychology, 2004, 2009, 2013.
Journal of Social Psychology, 2004--2007.
Journal of Management Studies, 2003, 2016.
Journal of Vocational Behavior, 2018.

Israeli Science Foundation, Grant Reviewer, 2010-2011.
Academy of Management meeting 1993, 2006, 2007, 2013.
Southern Management Association meeting 1993, 1995,
2000--2008, 2010, 2012, 2013, 2015.
Southwest Academy of Management meeting, 2000.

- Editorial Board Member, *The Entrepreneurial Executive*,
Academy of Entrepreneurship Journal, 1995-1997.
- Track Chair:
Southern Management Association, Organizational Behavior
Track Chair, 2011 meeting.

Southern Management Association, Organizational Behavior
Co-Track Chair (with Laura Marler), 2018 meeting
- Discussant:
Academy of Management meeting 2007.
Southern Management Association meeting 2000, 2004,
2005, 2006, 2007, 2010, 2012.
Southwest Academy of Management meeting 2000, 2009.
- Session Chair:
Southern Management Association meeting 2002,
2003, 2006.
- Best Paper Selection Committee:
Southern Management Association meeting, 2007, 2012.
- Served as substitute Co-Coordinator, Doctoral Consortium at
Southern Management Association meeting, 2009.

Academic Committees

- * College of Business Promotion and Tenure Committee, 2017-present.
- University Institutional Review Board (Human Subjects), 2007-2009.
- University Parking and Traffic Committee, 2005-present.

- University Web Committee. 2001-present.
- SACS Executive Committee Quality Enhancement Plan Focus Group member, 2004. Louisiana Tech University.
- College of Administration and Business Human Resource Management Committee. 2003-2015, Louisiana Tech University. (Committee Chair 2007-2011).
- College of Administration and Business Graduate Policy and Admissions Committee. 2011-17, Louisiana Tech University.
- College of Administration and Business Dean's Faculty Advisory Council, 2003-2007 (Chair 2004-2006).
- Management Doctoral Curriculum Review, Assessment, and Continuous Improvement Committee. 2003-present, Louisiana Tech University.
- Department of Management and Information Systems Graduate Curriculum Committee (Chair). 2010-2011, Louisiana Tech University.
- Department of Management and Marketing Undergraduate Curriculum Review, Assessment, and Continuous Improvement Committee. 2000-2003, Louisiana Tech University.
- College of Administration and Business AACSB Reaffirmation Committee (People). 2000-2001, Louisiana Tech University.
- Chapter Advisor—Society for Human Resource Management, Louisiana Tech University 2000-2001.
- College of Business AACSB Reaffirmation Committee. 1999-2000, Arkansas State University.

Organizations

- Member of Academy of Management
- Member of Southern Management Association

Self-development activities

- Consortium for the Advancement of Research Methods and Analysis (CARMA) Short Course on Meta-analysis, June 2018.

- Southern Management Association meetings. St. Pete Beach, Florida, 2017.
- Academy of Management meetings, Atlanta, Georgia, 2017.
- Southern Management Association meetings. Charlotte, North Carolina, 2016.
- Southern Management Association meetings. Savannah Georgia, 2015.
- Consortium for the Advancement of Research Methods and Analysis (CARMA) Short Course on Meta-analysis, June 2015.
- International Conference and Annual Meeting, Association for Advancement of Collegiate Schools of Business, April 2015. Tampa Bay, Florida.
- Consortium for the Advancement of Research Methods and Analysis (CARMA) Short Course on Hierarchical Moderated Mediation Regression, June 2014.
- 27th Annual Alabama Governor's Safety and Health Conference, Orange Beach, Alabama, 2014.
- Southern Management Association meetings. Savannah Georgia, 2014.
- Academy of Management meetings. Philadelphia, Pennsylvania, 2014.
- Southern Management Association meetings. New Orleans, Louisiana, 2013.
- Academy of Management meetings. Lake Buena Vista, Florida, 2013.
- Southern Management Association meetings. Ft. Lauderdale, Florida 2012 (meta-analysis workshop).
- Southern Management Association meetings. Savannah, Georgia, 2011.

- Academy of Management meetings. San Antonio, TX, 2011.
- Southern Management Association meetings. St. Pete Beach, Florida, 2010.
- Academy of Management meetings. Chicago, Illinois, 2009.
- Southern Management Association meetings. Ashville, North Carolina, 2009.
- Academy of Management meetings. Chicago, Illinois, 2009.
- Southwest Academy of Management meetings. Oklahoma City, Oklahoma. 2009.
- Academy of Management meetings. Anaheim, California, 2008.
- Southern Management Association meetings. Nashville, Tennessee. November 2007.
- Academy of Management meetings. Philadelphia, Pennsylvania. August 2007.
- Southern Management Association meetings, Clearwater Beach, Florida. October, 2006.
- Southwest Academy of Management meetings, Oklahoma City, Oklahoma. March, 2006.
- Southern Management Association meetings. Charleston, South Carolina. November 2005.
- Southern Regional IRB/OHRP Educational Research Community Forum. Ruston, Louisiana. February 2005.
- Southern Management Association meetings. San Antonio, Texas. November 2004.
- Academy of Management meetings. New Orleans, Louisiana. August 2004.
- Southern Management Association meetings. Clearwater Beach, Florida. November 2003.

- Academy of Management meetings. Seattle, Washington. August 2003.
- Southern Management Association meetings, Atlanta, Georgia. November 2002.
- Academy of Management meetings. Denver, Colorado. August 2002.
- Southwest Academy of Management meetings, New Orleans, Louisiana. March 2001.
- Southern Management Association meetings, New Orleans, Louisiana. November 2001.
- Southwest Academy of Management meetings, San Antonio, Texas. March 2000.
- Southern Management Association meetings. New Orleans, Louisiana. November 1998.
- Academy of Management meetings, San Diego, California. August 1998.
- Southern Management Association meetings. New Orleans, Louisiana. November 1996.
- Southern Management Association meetings. Orlando, Florida. October 1995.
- Academy of Management meetings. Vancouver, B.C., Canada. August 1995.
- Southwest Academy of Management meetings. Houston, Texas. March 1995.
- Southern Management Association meetings. New Orleans, Louisiana. November 1994.
- International Association of Management meetings. Dallas, Texas. August 1994.
- Academy of Management meetings. Dallas, Texas. August

1994.

- Academy of Management meetings. Atlanta, Georgia. August 1993.
- United States Association of Small Business and Entrepreneurship meetings. Orlando, Florida. 1990.

HONORS AND RECOGNITIONS

- Best Doctoral Student Paper Overall Award—all tracks and Best Doctoral Student Paper--Organizational Behavior Track (With Doctoral Students Will Scanu, Evan Theys, and James DeLeon). Southern Management Association meeting, Savannah, GA. 2014.
- Awarded Humana/McCallister #1 & #2 Endowed Professorship of Management and Marketing, College of Administration and Business, Louisiana Tech University, 2013-present.
- Best Paper Award (Organizational Behavior/Organizational Communication). Southwest Academy of Management meetings, Oklahoma City, Oklahoma, 2009.
- Outstanding Reviewer Award. Organizational Behavior Division of the Academy of Management, 2007.
- Awarded Jack and Peggy Byrd Endowed Professorship in the College of Administration and Business, Louisiana Tech University, 2006-2013.
- Best Paper Award (Human Resources/Industrial Relations). Runner-up for Conference Distinguished Paper Award. Southwest Academy of Management meetings, San Antonio, Texas, 2000.
- Minnie C. Miles Human Resources Management Endowed Graduate Scholarship, 1997.
- Dean's Service Award. College of Commerce and Business Administration, University of Alabama, 1996, 1997.
- Best Doctoral Student Paper Award (Human Resources/Careers)

Southern Management Association meetings, New Orleans, Louisiana, 1996.

- Irwin Best Doctoral Student Paper Award (Human Resources and Careers). Southern Management Association meetings, Orlando, Florida, 1995.

- Outstanding Management Graduate Student Award. University of Alabama, 1995.

- Pinnacle National Honor Society, 1995.

- Sage Memorial Best Doctoral Student Paper Award (Research Methods). Academy of Management meetings, Vancouver, B.C., Canada, 1995.

- Recipient of Alabama Power Company Endowed Scholarship, 1992, 1993.

- Beta Gamma Sigma Honor Society for Collegiate Schools of Business. Stephen F. Austin State University Chapter, 1989.