

Jeffrey Joseph Haynie

Assistant Professor, Management

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EDUCATION

Auburn University, Auburn, AL 05/13

Ph.D., Management

Dissertation: A combined model of uncertainty management theory and the group engagement model of identity

Dissertation Committee: Kevin Mossholder (Chair), Brian Connelly, Stanley Harris

Dissertation Defense: Defended on January 18, 2013

University of New Orleans, New Orleans, LA 08/05

Masters of Business Administration

Louisiana State University, Baton Rouge, LA 05/02

Bachelor of Science, Microbiology

ACADEMIC APPOINTMENTS

Louisiana Tech University, Ruston, LA 09/18-Present

Assistant Professor, Department of Management

Principles of Management (MGMT 310; Undergraduates)

Nicholls State University, Thibodaux, LA 08/12-08/18

Assistant Professor, Department of Management & Marketing

Principles of Management (MNGT 301; Undergraduates)

Entrepreneurship (MNGT 305; Undergraduates)

Human Relations (MNGT 370; Undergraduates)

Multinational Management (MNGT 420; Undergraduates)

Management Internship (MNGT 469; Undergraduates)

Business Statistics (BSAD 501; Graduates)

Leadership (BSAD 507; Graduates)

Auburn University, Auburn, AL 08/07-05/12

Graduate Teaching Assistant, Department of Management

Principles of Management (MNGT 3100; Undergraduates)

Strategic Management (MNGT 4800; Undergraduates)

RESEARCH INTERESTS

Organizational justice and work motivation

Leadership and work motivation

Individual resources and work motivation

Grounded theory

REFEREED PUBLICATIONS

Haynie, J. J., Flynn, C. B., & Baur, J. E. (forthcoming). The organizational justice-job engagement relationship: How social exchange and identity explain this effect. *Journal of Managerial Issues*.

Haynie, J. J., Baur, J. E., Harris, J. N., Harris, S. G., & Moates, K. N. (in press). When caring leaders are constrained: The impact of LMX differentiation on empathic leaders in predicting discretionary work behaviors. *Journal of Leadership & Organizational Studies*.

Baur, J. E., Haynie, J. J., Buckley, M. R., Palar, J. M., Novicevic, M. M., & Humphreys, J. H. (in press). When things go from bad to worse: The impact of relative contextual extremity on Benjamin Montgomery's positive leadership and psychological capital, *Journal of Leadership & Organizational Studies*.

Haynie, J. J., Flynn, C. B., & Mauldin, S. (2017). Proactive personality, core self-evaluations, and job engagement: The role of negative emotions. *Management Decision*, 55, 450-463. doi 10.1108/MD-07-2016-0464.

Haynie, J. J., Mossholder, K. W., & Harris, S. G. (2016). Justice and job engagement: The role of senior management trust. *Journal of Organizational Behavior*, 37, 889-910. doi 10.1002/job.2082

Haynie, J. J., Svyantek, D. J., Mazzei, M. J., & Varma, V. (2016). Job insecurity and compensation evaluations: The role of overall justice. *Management Decision*, 54, 630-645. doi 10.1108/MD-04-2015-0134

Haynie, J. J., Harris, S. G., & Flynn, C. B. (2016). The mitigating influence of core self-evaluations in uncertain environments. *Leadership & Organization Development Journal*, 37, 226-240. doi 10.1108/LODJ-05-2014-0098

Mazzei, M. J., Flynn, C. B., & Haynie, J. J. (2016). Moving beyond initial success: Promoting innovation in small business through high performance work practices. *Business Horizons*, 59, 51-60. doi 10.1016/j.bushor.2015.08.004

Randall, W. S., Hawkins, T. G., Haynie, J. J., Nowicki, D. R., Armenakis, A. A., & Geary, S. (2015). Performance-based logistics and inter-firm team processes: An empirical investigation. *Journal of Business Logistics*, 36, 212-230. doi 10.1111/jbl.12084

Neese, B. & Haynie, J. J. (2015). The influence of comparative advertising on consumer ethnocentrism in the American automobile market. *Journal of Marketing Theory and Practice*, 23, 321-337. doi 10.1080/10696679.2015.1032333

Haynie, J. J., Cullen, K. L., Lester, H. F., Winter, J., & Svyantek, D. J. (2014). Differentiated leader-member exchange, justice climate, and performance: Main and interactive effects. *Leadership Quarterly*, 25, 912-922. doi 10.1016-j.leaqua.2014.06.007

Haynie, J. J. (2012). Core self-evaluations and team performance: The role of team-member exchange. *Small Group Research*, 43, 315-329. doi 10.1177/1046496411429357

Geary, S., Koster, S., Randall, W. S., & Haynie, J. J. (2010). Performance-based life cycle product support strategies: Enablers for more effective government participation. *Defense Acquisition Review Journal*, 4, 450-483.

Scarborough, S., Haynie, J. J., & Shook, C. (2010). Board composition, process, and activism: Evidence within American firms. *Management & Marketing*, 5, 3-18.

Haynie, J. J., Hartman, S. J., & Lundberg, O. (2007). Personality and job satisfaction in the public health sector. *The Health Care Manager*, 26, 240-245. doi 10.1097/01.HCM.0000285015.34021.30

**CONFERENCE
PRESENTATIONS
/PROCEEDINGS**

Haynie, J. J., Flynn, C. B., & Mauldin, S. (2016, October). *Proactive personality, core self-evaluations, and engagement: Main effects and the role of negative work affect*. In Southern Management Association Proceedings. Presented at the Southern Management Association Meeting in Charlotte, NC.

Haynie, J. J., Harris, J. N., Harris, S. G., & Moates, K. N. (2016, October). *'Nice supervisors don't always finish first': Supervisors empathy and the LMX differentiation-contextual performance relationship*. In Southern Management Association Proceedings. Presented at the Southern Management Association Meeting in Charlotte, NC.

Haynie, J. J., Svyantek, D. J., Mazzei, M. J., Varma, V. (2015, October). *Job insecurity in compensation evaluations: Is my organization treating me fairly?* Paper presented at the Southern Management Association Meeting in St. Pete Beach, FL.

Haynie, J. J., Mossholder, K. M., & Harris, S. G. (2013, August). *Justice and job engagement: The role of uncertainty about senior management trustworthiness.* In Academy of Management Proceedings. Paper presented at the Academy of Management Annual Meeting, Buena Vista, FL.

Haynie, J. J., Flynn, B., & Harris, S. G. (2011, November). *The detrimental effects of change uncertainty: An examination of behavioral plasticity theory.* In Southern Management Association Proceedings. Paper presented at the Southern Management Association Meeting in Savannah, GA.

Haynie, J. J. (2011, November). *Core self-evaluations, team-member exchange, and team performance: Main and interactive effects.* In Southern Management Association Proceedings. Paper presented at the Southern Management Association Meeting in Savannah, GA.

Flynn, C. B., Harris, S. G., Walker, A. G., & Haynie, J. J. (2011, April). *Interactive effects of manager and employee job satisfaction on employee turnover intentions.* Paper presented at the Society for Industrial and Organizational Psychology (SIOP) Annual meeting, Chicago, IL.

Haynie, J. J., Flynn, B., Harris, S. G., Varma, V., Credo, K., & Vitale, D. (2010, August). *The role of perceived organizational support in times of uncertainty.* Paper presented at the Academy of Management Annual Meeting, Montreal, Canada.

Randall, W. S. & Haynie, J. J. (2009, July). *Proactive supply chain management in a performance strategy environment: People, performance, profit, and culture.* Paper presented at the Performance Based Logistics Annual Meeting, Alexandria, VA.

Haynie, J. J. (2008, August). *The application of organizational theory to crisis preparedness.* Paper presented at the Academy of Management Annual Meeting, Anaheim, CA.

Scarborough, S., Haynie, J. J., & Shook, C. (2008, August). *An empirical study of the antecedents of board activism.* Paper presented at the Academy of Management Annual Meeting, Anaheim, CA.

Haynie, J. J., Watson, K., & Hartman, S. J. (2005, November). *Holland's theory of vocational choice applied to the field of nursing.* Paper presented at the 36th Annual Meeting of the Decisions Sciences Institute, San Francisco, CA.

INVITED PRESENTATIONS

“An introduction to structural equation modeling” presented to faculty at the University of New Orleans, New Orleans, LA, May 2009.

PROFESSIONAL EXPERIENCE

Office of Public Health, Mandeville, LA 04/06-08/07
Disease Intervention Specialist, Department of Health & Hospitals

U. S. Healthforce, New Orleans, LA 03/04-07/04
Data Analyst

University of New Orleans, New Orleans, LA 01/04-05/05
Graduate Research Assistant, Department of Management

PROFESSIONAL AFFILIATIONS

Academy of Management
Southern Management Association

**COLLEGE
SERVICE**

Committee Activities

Committee Member

Strategic Planning Committee, 2016-2018
Scholarship, 2015-Present
External Relations Committee, 2013-2018
Internal Relations Committee, 2012-2018

Committee Chairperson

Scholarship, 2015-2018
Assistant Professor of Management Search Committee, 2014

Other Activities

Faculty Advisor

MBA Association, 2013-2016

**UNIVERSITY
SERVICE**

Committee Activities

Committee Member

Black History Month Committee, 2018
Graduate Council, 2016-2018
Continuing Education Committee, 2013-2018
Research Council, 2013-2015

Committee Chairperson

Black History Month Business Career Panel, 2018
Continuing Education Committee, 2014-2018

Other Activities

Event Attendee

Fall Semester Graduation, 2012-2017
Leadership Banquet, 2013-2014
Scholars' Banquet, 2013-2014
University Alumni Golf Classic, 2014

**PROFESSIONAL
SERVICE**

Conference Activities

Academy of Management Conference

Volunteer Reviewer, 2009-Present

Southern Management Association Conference

Volunteer Reviewer, 2009-Present
Paper Session Facilitator, 2011, 2013
Help Desk and Friday Night Social Event Volunteer, 2017
Management Education Track Best Paper Committee Member, 2017
OB Track Best Doctoral Student Paper Committee Member, 2014

Journal Activities

Ad hoc Reviewer

Journal of Organizational Behavior
Journal of Managerial Psychology
Leadership & Organizational Development Journal
Group and Organization Management
Human Resource Management

HONORS

Fellowships/Grants

Feild-Armenakis Fellowship, Recipient, 2009, 2010

Summer Research Grant, Co-recipient, 2009

Invited Consortia

Academy of Management Conference New Doctoral Consortium, 2008

Southern Management Association New Doctoral Consortium, 2008

*Vita Current as of 9/10/18.