
Dwight Frink, Ph.D.

P.M.B. and William King Self Chair of Free Enterprise Professor of Management

Academic Background

Ph.D. U of Illinois at Urbana-Champaign, Urbana-Champaign, Illinois, Human Resources Management, 1994

A.M. U of Illinois at Urbana-Champaign, Urbana-Champaign, Illinois, Human Resources Management, 1993

B.S. University of South Alabama, Mobile, Alabama, Personnel and Industrial Relations, 1990

Academic Experience

Professor of Management, University of Mississippi (2008 - Present), University, Mississippi.

P.M.B. and William King Self Chair of Free Enterprise, University of Mississippi (2001 - Present), University, Mississippi.

Visiting Professor of Management, University of Costa Rica (2008 - 2009), San Jose, Costa Rica.

Visiting Professor of Management, Incae Business School (2008 - 2009), Alajuela, Costa Rica.

Associate Professor of Management, University of Mississippi (2000 - 2008), University, Mississippi.

Chair, University of Mississippi (2002 - 2006), University, Mississippi. Department of Management, School of Business Administration

Management Area Coordinator, University of Mississippi (2000 - 2002), University, Mississippi. School of Business Administration

Assistant Professor of Management, University of Mississippi (1995 - 2000), University, Mississippi.

Visiting Assistant Professor of Management, University of Oklahoma (1994 - 1995), Norman, Oklahoma.

Graduate Teaching Assistant, Institute of Labor and Industrial Relations, University of Illinois (1992 - 1994), Urbana-Champaign, Illinois.

Graduate Research Assistant, Institute of Labor and Industrial Relations, University of Illinois (1991 - 1994), Urbana-Champaign, Illinois.

Non-Academic Experience

National

Commercial Construction Project Manager, Superintendent, and Estimator, (1977 - 1990), Mobile, Alabama.

Refereed Articles

- Hall, A. T., Frink, D. D., & Buckley, M. R. (2017). An accountability account: A review and synthesis of the theoretical and empirical research on felt accountability. *Journal of Organizational Behavior, 38* (2), 204-224, doi: 10.1002/job.2052.
- Gibson, C., Baur, J., Frink, D., & Buckley, M. (2015). Expectation-based interventions for expatriates. *International Journal of Intercultural Relations, 49*, 332-342.
- Davison, H. K., Mishra, V., Bing, M. N., & Frink, D. D. (2014). How Individual Performance Affects Variability of Peer Evaluations in Classroom Teams: A Distributive Justice Perspective. *Journal of Management Education, 38*, 43-85.
- Frink, D., Hayek, M., & Morf, D. (2012). ¿Venta de verde o verde de verdad? La elevación de la responsabilidad social corporativa para responder a la necesidad de sostenibilidad en las Américas. *Incae Business Review*.
- Bing, M., Davison, H. K., Minor, I., Novicevic, M. M., & Frink, D. D. (2011). The Prediction of Task and Contextual Performance by Political. *Journal of Vocational Behavior*.
- Evans, W. R., Davis, W. D., & Frink, D. D. (2009). An Examination of Employee Reactions to Perceived Corporate Citizenship. *Journal of Applied Social Psychology, 41* (4), 938-964.
- Ferris, G. R., Dulebohn, J. H., Frink, D. D., George-Falvy, J., Mitchell, T. R., Sargent, L.M. (2009). Job and organizational characteristics, accountability, and employee influence. *Journal of Managerial Issues, 21*, 518-533.
- Frink, D. D. (2009). Buscando el Centro del Liderazgo (Reprint from IBR). *Revista Plus*.
- Frink, D. D. (2009). Buscando el centro del liderazgo. *Incae Business Review*.
- Frink, D. D. (2009). Paying the fiddler: Thoughts about individual and institutional accountability. *Central America Today*.
- Breaux, D., Perrewé, P., Hochwarter, W., Hall, A., & Frink, D. D. (2008). Time to Try a Little Tenderness? The Detrimental Effects of Accountability When Coupled with Abusive Supervision. *Journal of Leadership and Organizational Studies, 15* (2), 111-122.
- Hochwarter, W. A., Ferris, G. R., Perrewé, P. L., Hall, A. T., & Frink, D. D. (2007). Political skill as a neutralizer of the felt accountability-job tension effects on job performance ratings: A longitudinal investigation. *Organizational Behavior and Human Decision Processes, 102*, 226-239.
- Robinson, R. K., Epermanis, K., & Frink, D. D. (2005). Narrowing the legal definition of 'homosexual': Establishing sexual desire as a motive for same-sex harassment. *Journal of Individual Employment Rights, 12* (1), 83-95.
- Frink, D. D., Rose, G., & Canty, A. (2004). The Effects of Values on Worries Associated with Acute Disaster: A Naturally Occurring Quasi-Experiment. *Journal of Applied Social Psychology, 34*, 85-107.
- Frink, D. D. & Klimoski, R. J. (2004). Advancing Accountability Theory and Practice: Introduction to the Human Resource Management Review special edition. *Human Resource Management Review, 14*, 1-17.
- Douglas, C., Frink, D. D., & Ferris, G. R. (2004). Emotional Intelligence as a Moderator Between conscientiousness and Intelligence. *Journal of Leadership and Organizational Studies, 10* (3), 2-14.
- Ferris, G. R., Treadway, D. C., Kolodinsky, R. W., Hochwarter, W. A., & Kacmar, C. J. (2004). Development and validation of the political skill inventory. *Journal of Management*.
- Frink, D. D., Robinson, R. K., Reithel, B., Arthur, M. M., & Ammeter, A. P. (2003). Gender Demography and Organization Performance: A Two-study Investigation with Convergence. *Group and Organization Management, 28*, 127-147.
- Castro, S. L., Douglas, C., Hochwarter, W. A., Ferris, G. R., & Frink, D. D. (2003). The Effects of Positive Affect and Gender on the Influence Tactics - Job Performance Relationship. *Journal of Leadership and Organizational Studies, 10* (1), 1-18.

- Canty, A., Hochwarter, W. A., Ferris, G. R., Frink, D. D., & Perrewé, P. L. (2001). Reconsidering the Job Performance - Turnover Relationship: The Role of Gender in Form and Magnitude. *Journal of Applied Social Psychology, 31* (11), 2357-2377.
- Robinson, R., Frink, D. D., Reithel, B. J., & Franklin, G. M. (2001). Workplace Diversity: Is It A Justification for Proportional Representation in the Workplace? *Journal of Business & Entrepreneurship, 13* (1), 97-109.
- Buckley, M. R., Weise, D. S., Frink, D. D., Howard, J. L., & Berkson, H. M. (2001). Ethical Issues in Human Resources Systems. *Human Resource Management Review, 11*, 11-29.
- Perrewé, P. L., Ferris, G. R., Frink, D. D., & Anthony, W. P. (2000). Political Skill: An Antidote for Workplace Stressors. *Academy of Management Executive, 14*, 115-123.
- Ferris, G. R., Hochwarter, W. A., Buckley, M. R., Harrell-Cook, G., & Frink, D. D. (1999). Human Resources Management: Some new Directions. *Journal of Management, 25*, 385-415.
- Frink, D. D. & Ferris, G. R. (1999). The Moderating Effects of Accountability on the Conscientiousness-performance Relationship. *Journal of Business and Psychology, 13*, 515-524.
- Ferris, G. R., Arthur, M. M., Berkson, H. M., Kaplan, D. M., Harrell-Cook, G., D. D. Frink (1998). Toward a social context theory of the human resource management-organizational effectiveness relationship. *Human Resource Management Review, 8*, 235-264.
- Frink, D. & Ferris, G. R. (1998). Accountability, impression-management, and goal setting in the performance evaluation process. *Human Relations, 51*, 1259-1283.
- Robinson, R. K., Frink, D. D., Reithel, B. J., & Franklin, G. M. (1998). Vicarious liability for hostile environment sexual harassment: Examining the implications of the Ellerth and Faragher decisions. *Labor Law Journal, 49*, 1232-1240.
- Buckley, M. R., Fedor, D. B., Marvin, D. S., & Frink, D. D. (1997). A note on the ethical necessity of providing realistic information to organization members. *Journal of Managerial Issues, 9*, 468-484.
- Ferris, G. R., Dulebohn, J. H., Frink, D. D., Mitchell, T. R., George-Falvy, J., L. M. Matthews (1997). Job and organizational characteristics, accountability, and employee influence. *Journal of Managerial Issues, 9*, 162-175.
- Ferris, G. R., Frink, D. D., Galang, M. C., Zhou, J., Kacmar, K. M., J. L. Howard (1996). Perceptions of organizational politics: Prediction, stress-related implications, and outcomes. *Human Relations, 49*, 233-266.
- Driver, R., Buckley, M. R., & Frink, D. D. (1996). Should we write off graphology? . *International Journal of Selection and Assessment, 4*, 78-86.
- Ferris, G. R., Frink, D. D., Bhawik, D. P., Zhou, J., & Gilmore, D. C. (1996). Reactions of diverse groups to politics in the workplace. *Journal of Management, 22*, 23-44.
- Howard, J. L. & Frink, D. D. (1996). The effects of organizational restructure on employee satisfaction. *Group and Organization Management, 21*, 278-303.
- O'Leary-Kelly, A., Martocchio, J. J., & Frink, D. D. (1994). The influence of group goals on group performance: Established findings and future research needs. *Academy of Management Journal, 37*, 1285-1301.
- Ferris, G. R., Frink, D. D., Gilmore, D. C., & Kacmar, K. M. (1994). Understanding politics: Antidote for the dysfunctional consequences of organizational politics as a stressor. *Journal of Applied Social Psychology, 24*, 1204-1220.
- Ferris, G. R., Frink, D. D., & Galang, M. C. (1994). Diversity in the workplace: The human resources management challenges. *Human Resource Planning, 16*, 41-51.

Non-Refereed Articles

Frink, D. D. (2009). On top of the heap or stuck in the middle? How political skill makes the difference. *Costa Rica Today*.

Papers Under Review

Frink, D. D., Hall, A. T., Wikhamn, W. I., & Guzman, J. M. (2017). "A Meta-Analysis of Micro-Level Accountability Effects in Organizational Contexts," Initial submission to *Journal of Management*.

Frink, D. D. (2017). "Procrustes in the Market Place: Of Stretched Necks, Cut Off Feet, and Managing Employees," Initial submission to *Academy of Management Perspectives*.

Book Chapters

Non-Refereed

Frink, D. D., Treadway, D. C., & Ferris, G. R. (2005). Social influence in the performance evaluation process. *The Blackwell encyclopedia of management (2nd Ed.)* (pp. 346-349). Malden, MA: Blackwell [B].

Robinson, R. K. & Frink, D. D. (2002). A Manager's Primer for Sexual Harassment in the Workplace. In G.R. Ferris, M.R. Buckley, & D. Fedor (Eds.), *Human Resources Management: Perspectives, Context, Functions, and Outcomes (Fourth edition)* (pp. 103-119). Englewood Cliffs, NJ: Prentice-Hall.

Mero, N. P. & Frink, D. D. (2002). Accountability in Organizations and Human Resources. In G.R. Ferris, M.R. Buckley, & D. Fedor (Eds.), *Human Resources Management: Perspectives, Context, Functions, and Outcomes (Fourth edition)* (pp. 422-439). Englewood Cliffs, NJ: Prentice-Hall.

Ferris, G. R. & Frink, D. D. (1997). Influence tactics in the performance evaluation process. In L. H. Peters, S. A. Youngblood, & C. R. Greer (Eds.), *The Blackwell encyclopedic dictionary of human resource management* (pp. 165-167). Oxford, UK: Blackwell Publishers.

Frink, D. & Ferris, G. R. (1996). Accountability in the management of human resources. In G. R. Ferris & M. R. Buckley (Eds.), *Human resources management: Perspectives, context, functions, and outcomes (Third edition)* (pp. 422-435). Englewood Cliffs, NJ: Prentice-Hall.

Bender, J., Urban, T. F., Galang, M. C., Frink, D. D., & Ferris, G. R. (1996). Developing human resources professionals at ARCO Oil and Gas Company. In G.R. Ferris & M.R. Buckley (Eds.), *Human resources management: Perspectives, context, functions, and outcomes (Third edition)* (pp. 19-33). Englewood Cliffs, NJ: Prentice-Hall.

Refereed

Frink, D., Hall, A., Perryman, A., Ranft, A., Hochwarter, W., Ferris, G.R., Royle, M.T (2008). Meso-Level Theory of Accountability in Organizations. In Joseph J. Martocchio (Ed.), *Research in Personnel and Human Resources Management* (pp. Vol. 27, pp. 177-245). Bingley, UK: Emerald Group Publishing Ltd..

Hall, A. T., Frink, D. D., Ferris, G. R., Hochwarter, W. A., & Kacmar, C. J. (2003). Accountability in Human Resources Management. In C.A. Schriesheim & L. Neider (Eds.), *New Directions in Human Resource Management* (pp. 29-63). Greenwich, CT: Information Age Publishing.

Frink, D. & Klimoski, R. J. (1998). Toward a theory of accountability in organizations and human resources management. In G. R. Ferris (Ed.), *Research in personnel and human resources management* (pp. (Vol. 16, pp. 1-50)). Greenwich, CT: JAI Press.

Ferris, G. R., Bhawuk, D. P., Frink, D. D., Keiser, J. D., Gilmore, D. C., R. C. Canton (1996). The paradox of diversity in organizations. In A. Gutschelhofer & J. Scheff (Eds.), *Paradoxical management: Contradictions in management - A management of contradictions* (pp. 203-230). Vienna: Linde Verlag.

Ferris, G. R., Frink, D. D., Beehr, T. A., & Gilmore, D. C. (1995). Political fairness and fair politics: The conceptual integration of divergent constructs. In R.S. Cropanzano & K.M. Kacmar (Eds.), *Organizational*

politics, justice, and support: Managing the social climate of the workplace (pp. (pp. 21-36)). Westport, CT: Greenwood Publishing Co..

Ferris, G. R., Mitchell, T. R., Canavan, P. J., Frink, D. D., & Hopper, H. (1995). Accountability in human resources systems. In G.R. Ferris, S.D. Rosen, & D.T. Barnum (Eds.), *Handbook of human resource management* (pp. (pp. 175-196)). Oxford, UK: Blackwell Publishers..

Frink, D., Dulebohn, J. H., & Ferris, G. R. (1994). The politics of human resources systems in U.S. organizations facing crisis. In H. Kraus, J. Scheff, & A. Gutschelhofer (Eds.), *Human resources management in the crisis - The crisis of human resources management* (pp. (pp. 473-497)). Vienna: Linde Verlag.

Monograph

Frink, D. D., Hall, A. T., Perryman, A. A., Ranft, A. L., Hochwarter, W. A., Ferris, G.R. (2008). *Meso-Level Theory of Accountability in Organizations* Research in Personnel and Human Resource Management.

Frink, D. D. & Klimoski, R. J. (1998). *Toward a theory of accountability in organizations and human resources management*. Greenwich, CT: Research in Personnel and Human Resource Management.

Refereed Proceedings

Full Paper

Frink, D. (2015). Everything old is new again: (Re)Considering the role of accountability in emerging markets. *International Symposium on Frontier Theories in Management: Frontier Research on Emerging Markets and International Strategy*.

Frink, D. D., Hall, A. T., Guzman, J., & Ifraeya, W. (2015). Taking Account of Accountability: Examining Felt Accountability in Organizations. *Academy of Management Annual Meeting*.

Evans, W. R., Davis, W. D., & Frink, D. D. (2008). An Examination of Employee Reactions to Perceived Corporate Citizenship. *Southern Management Association Annual Meeting*.

Robinson, R. K., Frink, D. D., Reithel, B. J., & Franklin, G. M. (1998). Examining the changing environment of sexual harassment: Implications of the Supreme Court's rulings on constructive knowledge, employer liability, and same-sex sexual harassment. *Southern Management Association Annual Meeting*.

Working Papers

Frink, D., Hall, A., & Popoola, T. (2015). "Accountability Scale Development," targeted for Journal of Management.

Frink, D. D. & Ammeter, A. P. (2014). "Won't You Please, Please Help Me?, or Seeking Personal Accountability and the Implications of Trust," targeted for Journal of Management Studies.

Frink, D. (2013). "Facets of Diamonds: Meta-Triangulating Accountability," targeted for Academy Of Management Review.

Frink, D. D., Terpstra, D. E., Blickle, G., & Kramer, J. (2013). "Considerations about predicting multidimensional performance with univariate models.," targeted for Personnel Psychology.

Frink, D. & Lopez G, L. (2012). "Circles and Lines: Looking for Help On the Challenges of Understanding Other Cultures."

Presentation of Refereed Papers

International

Frink, D. (2015, December). *Everything old is new again: (Re)Considering the role of accountability in emerging markets*. International Symposium on Frontier Theories in Management: Frontier Research on

Emerging Markets and International Strategy, Guangzhou, China-PRC.

Ferris, G. R., Frink, D. D., & Galang, M. C. (1993). *Diversity in the workplace*. University of Chinese Culture, Taipei, Taiwan.

Ferris, G. R., Frink, D. D., & Galang, M. C. (1993, October). *Human resources management challenges of the changing workforce*. Japan Institute of Labour, Tokyo, Japan.

National

Frink, D. D., Hall, A. T., Guzman, J., & Ifraeya, W. (2014, August). *How Much Does Accountability Count? A Meta-Analytical Answer*. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Davison, K., Mishra, V., Bing, M., & Frink, D. D. (2009). *PEER EVALUATIONS AND ACCOUNTABILITY: HOW INDIVIDUAL PERFORMANCE AFFECTS PEER EVALUATIONS IN CLASSROOM TEAMS*. Southern Management Association Annual Meeting, Asheville, North Carolina.

Evans, W. R., Davis, W. D., & Frink, D. D. (2008). *An Examination of Employee Reactions to Perceived Corporate Citizenship*. Southern Management Association Annual Meeting, St. Pete Beach, Florida.

Goodman, J. M., Evans, W. R., Frink, D. D., & Davis, W. D. (2007, April). *Doing the job I'm paid for and nothing more!* Society for Industrial and Organizational Psychology, New York, New York.

Douglas, C., Frink, D. D., & Ferris, G. R. (2003, April). *Emotional Intelligence as a Moderator of the Conscientiousness-Performance Relationship*. Society of Industrial and Organizational Psychology, Inc., Eighteenth Annual Conference, Orlando, Florida.

Ferris, G. R., Kolodinsky, R. W., Hochwarter, W. A., & Frink, D. D. (2001, August). *Conceptualization, Measurement, and Validation of the Political Skill Construct*. Academy of Management Meeting, Washington, District of Columbia.

Frink, D. D. & Klimoski, R. J. (2001, April). *Accountability and Organizational Realities: The University of Mississippi Symposium*. Organized Symposium, Unknown, Unknown.

Frink, D. D., Robinson, R. K., Ferris, G. R., Kaplan, D. M., & Arthur, M. M. (2000, August). *Workforce Diversity and Organizational Effectiveness: A Two-study Firm-level Investigation of Gender Effects*. Academy of Management Meeting, Toronto and Ontario, Canada.

Robinson, R. K., Frink, D. D., Reithel, B. J., & Franklin, G. M. (1998). *Examining the changing environment of sexual harassment: Implications of the Supreme Court's rulings on constructive knowledge, employer liability, and same-sex sexual harassment*. Southern Management Association Annual Meeting, New Orleans, Louisiana.

Frink, D., Klimoski, R. J., Hofmann, D. A., O'Leary-Kelly, A. M., Stone, D. L., E. F. Stone-Romero, & G. R. Ferris (1998, August). *Mitigating organizational dysfunction: A role of accountability systems*, Symposium jointly sponsored by the Human Resources Division, Organizational Behavior Division, and the Social Issues in Management Division. Academy of Management Meeting, San Diego, California.

Morrisette, H. S., Frink, D. D., Robinson, R. K., & Reithel, B. J. (1998, August). *Workforce diversity and organizational effectiveness: An industry-level investigation of the effects of female and ethnoracial participation*. Academy of Management Meeting, San Diego, California.

Frink, D. & Stollak, M. J. (1997). *The Relationship of Control and Perceptions of Threats or Opportunities Regarding Organizational Politics on the Perceptions of Organizational Politics-Job Stress Relationship*. Academy of Management Meeting, Boston, Massachusetts.

Ferris, G. R., Dulebohn, J. H., Frink, D. D., Mitchell, T. R., George-Falvy, J., L. M. Matthews (1996). *Job and Organizational Characteristics, Accountability, and Employee Influence*. Society for Industrial and Organizational Psychology, San Diego, California.

Frink, D. (1995). *Accountability, impression management, and goal setting in the performance evaluation*

process. Academy of Management Meeting, Vancouver, British Columbia.

Frink, D., Klimoski, R. J., Hopper, H., Mitchell, T. R., Mero, N. P., S. J. Motowidlo (1995). *Dramatus Personae in Organizations: Two Faces of Accountability Effects*. Academy of Management Meeting, Vancouver, British Columbia.

Ferris, G. R., Frink, D. D., Galang, M. C., Zhou, J., Kacmar, K. M., J. L. Howard (1994). *Political work environments*. Society for Industrial and Organizational Psychology, Nashville, Tennessee.

O'Leary-Kelly, A., Martocchio, J. J., & Frink, D. D. (1993). *A note on the influence of group goals on group performance*. Society for Industrial and Organizational Psychology, San Francisco, California.

Research Grants

Funded

2000: Fullagar, C. J., Shanteau, J., Frink, D. D. , & Ferris, G. R., Cognitive and Social Influences on Team Performance: An Investigation of Psychological Skills in Complex, Technological Environments, Principal Investigator, Office of Naval Research and the Department of Defense . Research to investigate productivity and the social dynamics which occur in computer mediated workgroups.

2000: Frink, D. & Ferris, G. R., Personal and Structural Influences on Job Performance in Dynamic Environments: An Investigation of Social Skill/Intelligence and Social Contingencies, Principal Investigator, Office of Naval Research . Research to investigate relationships between dynamic job and personal characteristics, including the development of new psychometric constructs and scales. .

1998: Frink, D. & Terpstra, D. E., Advancement of a Job- and Personal- Characteristics Placement Model, Principal Investigator, Office of Naval Research. Research to investigate multivariate relationships between job and personal characteristics in terms of multivariate performance outcomes. .

1997: Dwight, F. Schwartz, S. & Frink, D.D. A multicultural assessment of changes in values: A longitudinal, global study. Grant proposal for survey research data collection. (\$720.00), University of Mississippi, Office of Research.

1995: Whitely, W. T., Driver, R. W. , & Frink, D. D., Assessment of Aircraft Certification Services SIDP: Lessons Learned, Principal Investigator, Federal Aviation Administration. (1994-1995). To assess minority employee development program. .

1993: Dwight, F. Ferris, G.R., Frink, D.D., Galang, M.C., & Zhou, J. (1993). Antecedents and consequences of organizational politics. (\$3,300)., Campus Research Board, University of Illinois at Urbana-Champaign. .

Research Honors and Awards

Award

2010: , Journal of Management. 2010 best paper award from Journal of Management given at SMA Annual Meeting..

1993: , University of Illinois at Urbana-Champaign, Research Board. Recipient of an Arnold O. Beckman Research Award, .

Honor

1995: , U. S. Department of Education. Selected Jacob K. Javitz Fellow (1992-1995).

Other Research Activities

Basic or Discovery Scholarship

2012: , , . Accountability meta-analysis

2012: , , . Accountability Meta-Triangulation

2011: , , . Seeking personal accountability and the implications of trust

2011: , , . On the challenges of understanding other cultures - with Lorena Lopez Gonzalez

Service to the University

Department Assignments

Chair:

2006-2007: Joe Goodman Dissertation

Coordinator:

1999-2000 – 2004-2005: Management Seminar Series

2000-2001 – 2001-2002: Department of Management: Coordinator

Faculty Advisor:

1997-1998 – 2004-2005: Department of Management, Society for HR Management

1995-1996 – 1996-1997: Department of Management, Society for the Advancement of Management

Member:

2011-2012: Jack Smothers Dissertation

2007-2008: Jacob Breland Dissertation

1995-1996: University of Mississippi, School of Business Administration: Department of Management and Marketing Undergraduate Curriculum Review Committee

Other Institutional Service Activities:

2002-2003 – 2004-2005: Department of Management, Chair

College Assignments

Assurance of Learning - Institutional Service:

2009-2010: Assurance of Learning Committee

Faculty Advisor:

1996-1997: University of Mississippi, School of Business Administration: Two directed study internships. One directed study (MBA) in Training and Development.

Other Institutional Service Activities:

2006-2007: Department Chair: Department Chair until 8/1/07

1996-1997 – 1997-1998: School of Business Administration, Management Faculty Institute: Delivered segments of Management Development Seminars to professional managers.

Member:

2011-2012: SOBA Strategic Planning Committee

1999-2000 – 2000-2001: School of Business Administration, PhD Committee: Management Representative

1992-1993: University of Illinois at Urbana-Champaign, Institute of Labor and Industrial Relations: PhD Advisory Committee

1992-1993: University of Illinois at Urbana-Champaign, Institute of Labor and Industrial Relations: Admissions and Financial Aid Committee

University Assignments

Member:

2012-2013: UM Student Appeals Committee

2012-2013: UM Student Appeals Committee

1997-1998 – 1998-1999: University of Mississippi, Undergraduate Council

Other Institutional Service Activities:

1998-1999 – 2002-2003: University of Mississippi, Region VII Science and Engineering Fair: Judge

1997-1998: University of Mississippi, School of Business Administration: Volunteer for Adopt-a-School Initiative.

Dissertation Assignments

Member:

1999-2000: Peter L. Williams--Economics

1997-1998: Paul L. Starkey: "Whistleblowing Behavior: The Impact of Personality and Situational Variables"

1996-1997: H. S. Morrisette: "A Longitudinal Study of Work Force Diversity and Organizational Effectiveness: Investigation of the Impact of Internal Labor Force Composition on the Productivity and Profitability of United States Firms"

Unassigned

University Assignments

Member:

2014-2015: UM Building and Grounds Committee

2014-2015: UM Building and Grounds Committee

University of Mississippi

Department Assignments

Chair:

2014-2015: OB/HR Search Committee chair: Chaired search committee for Mgmt Dept OB/HR search.

Member:

2015-2016: Promotion committee for Prof Clay Dibrell

College Assignments**Assurance of Learning - Institutional Service:**

2016-2017: MGMT 371 Coordinator

2015-2016: MGMT 371 Coordinator: Coordinator for all processes related to AOL for MGMT 371.

2013-2014 – 2014-2015: MGMT 371 Coordinator

2013-2014: Committee Member

Member:

2009-2010 – 2013-2014: Strategic Planning Committee

2006-2007: Clinical Asst Prof of Management Search

2004-2005: Executive Committee

Writing Student Recommendations:

2015-2016: Joseph Goodman

2013-2014: Jonathan Cardwell

2013-2014: Katherine Redding

University Assignments**Chair:**

2013-2014: Jonathan Cardwell: Thesis advisor for Cardwell's Honors thesis.

2013-2014: Orry MacDonald: Thesis advisor for MacDonald's Honors thesis

Faculty Advisor:

2016-2017: Chi Alpha Student Organization

2015-2016: Chi Alpha Student Organization: Faculty advisor for student organization which grew by a factor of 10+ this year.

2013-2014 – 2014-2015: Chi Alpha Student Organization: Faculty advisor responsible for weekly activities.

Member:

2016-2017: Ashley Anderson Honors Thesis Committee Member

2016-2017: Jacob Muse Honors Thesis Committee Member

2016-2017: Nathan Simpson Honors Thesis Committee Member

2016-2017: Sam Russell Honors Thesis Committee Member
2016-2017: Madison Portie Honors Thesis Committee Member
2016-2017: Quinn Murray Honors Thesis Committee Member
2016-2017: Zachary Mitchell Honors Thesis committee member
2016-2017: Virginia Avisto Honors Thesis Committee Member
2016-2017: University Assessment Committee member
2016-2017: Strategic Planning Council Member
2016-2017: SMBHC Council Member
2016-2017: UM Building and Grounds Committee
2015-2016: CETL Director search committee
2015-2016: SMBHC Council Member: Representative to Honors College Council

2015-2016: Faculty Governance Committee - UM Faculty Senate: Member of Faculty Governance Committee for UM Faculty Senate.

2015-2016: Strategic Planning Council: Member of UM Strategic Planning Council

2015-2016: UM Building and Grounds Committee: Member of planning committee for University infrastructure.

2015-2016: UM Faculty Senate: Management Department representative to Faculty Senate.

2015-2016: CETL Director Search Committee: Member of search committee for Center for Excellence in Teaching and Learning director.

2015-2016: Strategic Planning Council

2014-2015: UM Faculty Senate: Department of Management representative to Faculty Senate.

2014-2015: Strategic Planning Council: Faculty senate representative on University Strategic Planning Council.

2014-2015: Jeremy Roy Honors Thesis: Member of Honors Thesis committee.

2013-2014 – 2014-2015: UM Buildings, Grounds, and Renovations Committee
2010-2011 – 2011-2012: Buildings, Grounds, and Renovations Committee

Mentoring Activities:

2015-2016: Zeng Qu: Mentored prospective MBA student from China regarding education pathways, resume production, application procedures.

2015-2016: Jeremy Roy Honors Thesis: Continued in advisory capacity as committee member until final defense in the Spring semester.

Other Institutional Service Activities:

2016-2017: Intercollegiate Athletics (Baseball, Football) - emergency medical support for public events.

2015-2016: Intercollegiate Athletics (Baseball) - emergency medical support for public events.: Volunteer EMR support for local baseball games.

2013-2014 – 2014-2015: Intercollegiate Athletics (Baseball) - emergency medical support for public events.

Service to the Profession

Academic Conference: Discussant

2000: Academy of Management Annual Meeting, Toronto, Canada.

Academic Conference: Moderator / Facilitator

2012: Academy of Management Annual Meeting. Session facilitator

Board Member: PRJ Editorial Review Board

2014 – 2017: Journal of Managerial Issues.

2014 – 2017: Incae Business Review.

2007: Journal of Management.

2005: Journal of Management.

Reviewer - Article / Manuscript

2016: Small Group Research.

2015: Human Resource Management Review.

2015: Journal of Organizational Behavior.

2014 – 2015: Journal of Managerial Psychology. Article review.

2014: Human Resource Management.

2014: Journal of Organizational Behavior. Article review.

2014: Human Relations. Article review.

2013: Incae Business Review. Review article submitted for publication.

2013: Journal of Organizational Behavior.

2012: Journal of Business Ethics.

2012: Journal of Managerial Psychology.

2011 – 2012: Southern Management Association Annual Meeting, Three papers reviewed.

2011: Academy of Management Annual Meeting, Six papers reviewed.

2011: Human Resource Management Review.

2007: HRMR, AMJ, JOM, Psych Reports. Reviewed seven articles for peer reviewed journals

Reviewer - Book / Textbook

2014: Routledge. Textbook proposal review.

2014: Pearson Academic Publishing. Textbook review.

Other Professional Service Activities

2014: University of New Mexico. Tenure review for Kathryn Jacobson

1999: Academy of Management Annual Meeting, Chicago, Illinois. Session Chair

Reviewer: Conference Paper

2015: Southern Management Association.

2014 – 2015: Southern Management Association. Review two articles.

2013 – 2015: Academy of Management Annual Meeting. Reviewed three papers

2000 – 2005: Academy of Management Annual Meeting.

1998 – 2000: Decision Sciences Institute Meeting.

Service to the Community

Board-Member

2017: Oasis Church, Board member, trustee

Other Community Service Activities

2017: Hosted, managed, and coordinated Training and STEM Day events for North Mississippi CAP squadrons and local schools

2017: Lafayette County Emergency Medical Response, Volunteer Emergency Medical Responder, sanctioned by state and local entities.

2016: Lafayette County Emergency Medical Response, Emergency Medical Responder for county 911 emergency medical system.

2015: Lafayette County Emergency Medical Response, Volunteer responder for medical emergencies in Lafayette County.

2014: Lafayette County EMR, Emergency Medical Response support for county emergency medical system. Includes 24/7 on call availability for support as able.

2013: Lafayette County EMR

2010 – 2012: Lafayette County EMS

2010 – 2012: Civil Air Patrol, Aerospace Education Officer for local squadron, assistant AE officer for state wing.

2009: United States Embassy in Costa Rica - Seminar presented comparing Costa Rica and US cultures & mgmt, Seminar for Embassy commerce office & MBA students on basics of development, cultural influences, & differences in managing in Costa Rica vs the US.

Positions Held in Civic Organizations

2017: Civil Air Patrol, Commander, Squadron MS 050, Oxford MS

2016: Civil Air Patrol, Squadron commander for MS-050, Steve Launius Composite Squadron, Civil Air Patrol. Responsible for all cadet and senior member planning, development, safety, and related activities.

2014 – 2015: Civil Air Patrol, Aerospace Education Officer responsible for execution of congressionally appointed mission of aerospace education activities for local unit cadets and seniors. Includes weekly

aerospace updates and monthly instructional activities.

2013: Civil Air Patrol, Aerospace Education Officer, Local and State

Faculty Development

Other Professional Development

2009: Sabbatical and developmental leave, San Jose, Alajuela, Costa Rica. Moved to Costa Rica for ten month effort to build understanding of international business. Worked w/ two schools and other orgs to establish relations and gain knowledge.

Other Honors and Awards

2009: , University of Costa Rica. Visiting Professor.

2009: , Incae Business School. Visiting Professor of Business.

1991: , University of South Alabama, College of Business and Management. B.S. awarded with honors, and ranked first in class.

1990: , Phi Kappa Phi Scholastic Achievement Award.

1989: , University of South Alabama Achievement Award.

Other Activities

1998 - : Developed and delivered six-hour leadership and motivation seminar, Jackson, MS, 1998.

1997 - : Delivered presentations to Society for Human Resource Management Professional Society.

Memberships

Academy of Management

Alpha Chi, Academic Honor Society, 1989

American Psychological Association

Beta Gamma Sigma, Business Honor Society, 1989

Phi Kappa Phi, Academic Honor Society, 1990

Society for Industrial and Organizational Psychology

Southern Management Association

References

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