

VITAE

TIMOTHY P. MUNYON

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ACADEMIC APPOINTMENTS

Haslam College of Business, The University of Tennessee, Knoxville, TN

Professor of Management (8/2022 – Present)

Fellow, Global Supply Chain Institute (9/2022 – Present)

Co-Director, Consortium for Social Enterprise Effectiveness (5/2022 - Present)

Associate Professor of Management, with tenure (6/2016 – 7/2022)

Core Faculty, Aerospace & Defense MBA Program (11/2017 – 12-2021)

Core Faculty, Consortium for Social Enterprise Effectiveness (8/2018 – Present)

Core Faculty, MS, Management and Human Resources (8/2018 – Present)

Core Faculty, Professional MBA Program (6/2016 - Present)

Assistant Professor of Management (6/2012 – 6/2016)

School of Political Science, University of Haifa, Haifa, Israel

Visiting Professor (3/2018 – 5/2018)

College of Business and Economics, West Virginia University, Morgantown, WV

Assistant Professor of Management (7/2010 – 6/2012)

College of Business Administration, University of Central Florida, Orlando, FL

Visiting Assistant Professor (8/2009 – 6/2010)

College of Business, Florida State University, Tallahassee, FL

Instructor and Research Assistant (8/2006 – 8/2009)

Campbell University (MCB Camp Lejeune Extension), Buies Creek, NC

Adjunct Business Instructor (1/2005 – 5/2006)

EDUCATION

Ph.D., Organizational Behavior and Human Resource Management (2006 – 2009)

Department of Management, Florida State University, Tallahassee, FL

Dissertation Committee: Gerald R. Ferris (Chair), Michael K. Brady, Wayne A. Hochwarter, Mark J. Martinko, and Pamela L. Perrewé

M.S., Aviation Administration, Asset Management (2001 – 2004)

Department of Aerospace, Middle Tennessee State University, Murfreesboro, TN

M.B.A., Business Administration (1999 – 2001)

Department of Management, Middle Tennessee State University, Murfreesboro, TN

B.S., Economics (1996 – 1999)

Liberty University, Lynchburg, VA

HONORS AND AWARDS

- *Outstanding Professional MBA Faculty Award*, Haslam College of Business (2023)
- *Finalist*, Bank of America Faculty Leadership Award, Haslam College of Business (2023)
- *Fellow*, Global Supply Chain Institute, Haslam College of Business (2022-Present)
- *Finalist*, Bank of America Faculty Leadership Award, Haslam College of Business (2022)
- *Janet and Jeff Davis Faculty Research Fellow*, Haslam College of Business (2022-2023)
- *Nominated*, Phi Mu Fraternity Outstanding Professor Award (2021)
- *Outstanding Professional MBA Faculty Award*, Haslam College of Business (2021)
- *Best Unpublished Research Paper Award*, Family Firm Institute (2019)
- *Outstanding Aerospace & Defense Faculty Award*, Haslam College of Business (2018)
- *Ray and Joan Myatt Faculty Research Fellow*, Haslam College of Business (2015-2021)
- *Best Paper Recipient*, Entrepreneurship Division, Academy of Management (2016)
- *Outstanding HRM Faculty Award*, Haslam College of Business (2016)
- *Best Reviewer*, HR/RM Division, Southern Management Association (2016)
- *Finalist*, Vallett Family Outstanding Researcher Award, Haslam College of Business (2016)
- *Chancellor's Grant for Faculty Research*, The University of Tennessee (2016)
- *Best Paper Runner-Up*, Diana Conference, Babson College (2015)
- *Finalist*, Allen H. Keally Outstanding Teacher Award, Haslam College of Business (2015)
- *Finalist*, The University of Tennessee Chancellor's Excellence in Teaching Award (2014)
- *Participant*, Southern Management Association Research Incubator (2010)
- *Best Doctoral Paper*, HR/Careers Track, Southern Management Association (2010)
- *Recipient*, Florida State University College of Business Doctoral Teaching Award (2009)
- *Nominated*, Phi Kappa Phi Graduate Scholar Award (2009)
- *Noted*, Provost's "90% List" for Instruction Excellence, Florida State University (Fall, 2008)

RESEARCH INTERESTS

- Behavioral Entrepreneurship and Strategy
- Political Perspectives in Organizations
- Workforce Management

JOURNAL AND SERIES PUBLICATIONS

(* - Current or former student)

Behavioral Entrepreneurship and Strategy

Yan*, J.J., Wang*, X., Munyon, T.P., & Crook, T.R. (In press). Breached but not broken: How attributional information shapes shareholder reactions to firms following data breaches. *Corporate Reputation Review*.

Yan*, J.J., Wang*, X., Kim*, T., Munyon, T.P., & Crook, T.R. (In press). Firm actions and media tenor after a data breach: A replication and extension of Zavyalova et al's (2012) product harm study. *Journal of Management Scientific Reports*.

Mmbaga*, N.A., Lerman*, M.P., Munyon, T.P., & Lanivich, S.E. (In press). Juggling act: Waged time investments and the health-wealth tradeoff. *Journal of Business Research*.

Simarasl*, N., Tabesh, P., Munyon, T.P., & Marzban, Z. (In press). Unveiled confidence:

Exploring how institutional support enhances the entrepreneurial self-efficacy and performance of female entrepreneurs in constrained contexts. *European Management Journal*.

- Jenkins*, M.T., Munyon, T.P., & Scott, M. (2024). Supply chain orchestration in emerging markets: An empirical examination of product launch performance. *International Journal of Logistics Management*, 35, 83-111.
- Yan*, J.J., Mmbaga*, N.A., Munyon, T.P., & Lerman*, M.P. (2023). Driven to influence: How entrepreneurial drive and political skill influence new venture performance. *Entrepreneurship & Regional Development*, 35, 885-904.
- Lerman*, M.P., Munyon, T.P., & Williams, D.W. (2021). The (not so) dark side of entrepreneurship: A meta-analysis of the well-being and performance consequences of entrepreneurial stress. *Strategic Entrepreneurship Journal*, 15, 377-402.
- Lerman*, M.P., Munyon, T.P., & Carr, J.C. (2020). Stress events theory: A theoretical framework for understanding entrepreneurial behavior. *Research in Occupational Stress and Well-Being*, 18, 35-63.
- Jenkins*, M.T., Holcomb, M.C., Craighead, C.W., Munyon, T.P., Ketchen, D.J., & Eckerdt, S., (2020). Emerging market competitive footholds and knowledge: An examination of new product launch performance. *Journal of Business Logistics*, 41, 31-53.
- Munyon, T.P., Jenkins*, M.T., Crook, T.R., Edwards*, J., & Harvey, N.P. (2019). Consequential cognition: Exploring how attribution theory sheds new light on the firm-level consequences of product recalls. *Journal of Organizational Behavior*, 40, 587-602.
- Jiang*, D.S., Kellermanns, F.W., Munyon, T.P., & Morris, M.L. (2018). More than meets the eye: A review and future directions for the social psychology of socioemotional wealth. *Family Business Review*, 31, 125-157.
- Madison*, K., Kellermanns, F.W., & Munyon, T.P. (2017). Coexisting agency and stewardship governance in family firms: An empirical investigation of individual-level and firm-level effects. *Family Business Review*, 30, 347-368.
- Summers, J.K., Munyon, T.P., Ranft, A.L., Ferris, G.R., & Buckley, M.R. (2012). Designing executive risk-taking: An agenda for improving executive outcomes through work design. *Research in Personnel and Human Resources Management*, 31, 53-86.
- Munyon, T.P., Perryman, A.A., Morgante, J., & Ferris, G.R. (2011). Firm relationships: The dynamics of effective organization alliances. *Organizational Dynamics*, 40, 96-103.
- Munyon, T.P., Summers, J.K., Buckley, M.R., Ranft, A.L. & Ferris, G.R. (2010). Executive work design: New perspectives and future directions. *Journal of Organizational Behavior*, 2-3, 432-447.

Summers, J.K., Munyon, T.P., Perryman, A.A., & Ferris, G.R. (2010). Dysfunctional executive behavior: What can organizations do?. *Business Horizons*, 53, 581-590.

Political Perspectives in Organizations

Munyon, T.P., Frieder, R.E., Saturnino, C.B., Carnes*, A.M., Bolander, W., & Ferris, G.R. (2021). Selling your network: How political skill builds social capital and enhances salesperson performance. *Journal of Personal Selling & Sales Management*, 41, 233-249.

Munyon, T.P., Houghton, J.D., Simarasl*, N., Dawley, D.D., & Howe, M.D. (2021). Limits of authenticity: How organizational politics bound the positive effects of authentic leadership on follower satisfaction and performance. *Journal of Applied Social Psychology*, 51, 594-609.

Summers, J.K., Munyon, T.P., Brouer, R.L., Pahng, P., & Ferris, G.R. (2020). Political skill in the stressor – strain relationship: A meta-analytic update and extension. *Journal of Vocational Behavior*, 118.

Munyon, T.P., Summers, J.K., Thompson, K.W., & Ferris, G.R. (2015). Political skill and work outcomes: A theoretical extension, meta-analytic investigation, and agenda for the future. *Personnel Psychology*, 68, 143-184.

Munyon, T.P., & Frieder, R.E. (2015). The politics of employment liability. *Journal of Organizational Behavior*, 36, 164-169.

Dawley, D.D., & Munyon, T.P. (2013). The effects of organizational politics on job satisfaction in crime labs. *Forensic Science Policy & Management*, 3, 159-164.

Ferris, G.R., Kane, R.E., Summers, J.K., & Munyon, T.P. (2011). Physiological and psychological health and well-being implications of political skill: Toward a multi-mediation organizing framework. *Research in Occupational Stress and Well-Being*, 9, 63-107.

Blickle, G., Ferris, G.R., Munyon, T.P., Momm, T.E., Zettler, I., Schneider, P.B. & Buckley, M.R. (2011). A multi-source, multi-study investigation of job performance prediction by political skill. *Applied Psychology: An International Review*, 60, 449-474.

Breaux, D.M., Munyon, T.P., Ferris, G.R., & Hochwarter, W.A. (2009). Politics as a moderator of the accountability - job satisfaction relationship: Evidence across three studies. *Journal of Management*, 35, 307-326.

Blickle, G., Kramer, J., Zettler, I., Momm, T., Summers, J.K., Munyon, T.P., & Ferris, G.R. (2009). Job demands as a moderator of the political skill – job performance relationship. *Career Development International*, 14, 333-350.

Workforce Management

Munyon, T.P. & Summers, J.K. (2024). Emotion, persuasion, and team adaptation: Advancing theory through cinema. *Academy of Management Review*, 49, 182-196.

- Munyon, T.P., LeClaire*, C., Pace*, L., & Boldin*, T. (2023). What makes compressed workweeks successful? *Organizational Dynamics*, 53, 100982.
- Collins, B.J., Munyon, T.P., Ashkanasy, N.M., Lawrence, S.A., Gallagher, E., O'Connor, J.M & Kessler, S.R. (2023). Team decision making in crisis: How positive affect asymmetry and team process norms affect decision-making. *Research in Emotions in Organizations*, 18, 169-194.
- Munyon, T.P., Carnes*, A.M., Lyons, L., & Zettler, I. (2020). All about the money?: Exploring antecedents and consequences for a brief measure of perceived financial security. *Journal of Occupational Health Psychology*. 25, 159-175.
- Carnes*, A.M., Knotts, K., Munyon, T.P., Houghton, J., & Heames, J. (2019). Think fast: The role of thin slices of behavior in employee selection decisions. *International Journal of Selection and Assessment*, 27, 357-370.
- Munyon, T.P., Madden*, L.T., Madden*, T.M., & Vigoda-Gadot, E. (2019). (Dys)functional attachments?: How community embeddedness impacts workers during and after long-term unemployment. *Journal of Vocational Behavior*, 112, 35-50.
- Gardner, T.M., Munyon, T.P., Hom, P.W., & Griffeth, R.W. (2018). When territoriality meets agency: An examination of employee guarding as a territorial strategy. *Journal of Management*, 44, 2580-2610.
- Cleavenger, D.J., & Munyon, T.P. (2015). Overcoming the help-seeker's dilemma: How computer-mediated systems encourage employee help-seeking initiation. *Organization Studies*, 36, 221-240.
- Munyon, T.P., Summers, J.K., Brouer, R.L., & Treadway, D.W. (2014). The implications of coalition forms for work role innovation, resource reallocation, and performance. *Research in Personnel and Human Resource Management*, 32, 65-97.
- Cleavenger, D.J., & Munyon, T.P. (2013). It's how you frame it: Transformational leadership and the meaning of work. *Business Horizons*, 56, 351-360.
* Featured Article on Caseplace.org *
- Dawley, D.D., & Munyon, T.P. (2013). Enhancing employee outcomes in crime labs: Test of a model. *Forensic Science Policy & Management*, 3, 105-112.
- Munyon, T.P., Summers, J.K., & Ferris, G.R. (2011). Team staffing modes in organizations: Strategic considerations on individual and cluster hiring approaches. *Human Resource Management Review*, 21, 228-242.
- Stoner, J., Perrewé, P.L., & Munyon, T.P. (2011). The role of identity in extra-role behaviors: Development of a conceptual model. *Journal of Managerial Psychology*, 26, 94-107.
* Lead article *

- Munyon, T.P., Hochwarter, W.A., Perrewé, P.L., & Ferris, G.R. (2010). Optimism and the nonlinear citizenship – job satisfaction relationship in three studies. *Journal of Management*, 36, 1505-1528.
- Ferris, G.R., Liden, R.C., Munyon, T.P., Summers, J.K., Basik, K., & Buckley, M.R. (2009). Relationships at work: Toward a multidimensional conceptualization of dyadic work relationships. *Journal of Management*, 35, 1379-1403.
- Munyon, T.P., Breaux, D.M., Rogers, L.M., Perrewé, P.L., & Hochwarter, W.A. (2009). Mood crossover and relational reciprocity. *Career Development International*, 14, 408-427.
- Furner, C.P., Mason, R.M., Mehta, N., Munyon, T.P., & Zinko, R. (2009). Cultural determinants of learning effectiveness from knowledge management systems: A multinational investigation. *Journal of Global Information Technology Management*, 12, 30-51.
- Ferris, G.R., Munyon, T.P., Basik, K., & Buckley, M.R. (2008). The performance evaluation context: Social, emotional, cognitive, political, and relationship components. *Human Resource Management Review*, 18, 146-163.

EDITORIAL CONTRIBUTIONS

- Munyon, T.P. (2023). Conversations (un)said: Coercive power as a threat to scientific discourse. *Journal of Management Inquiry*.
- Munyon, T.P. (2022). An introduction to the special issue: Managing politics and power. *Organizational Dynamics*, 51, i-iii.

BOOK CONTRIBUTIONS

- Munyon, T.P., LeClaire*, C. , & Steffensen, D.J. (In press). Political skill and social capital. In D.C. Treadway (Ed.), *Handbook of Political Skill Research*. Northampton, MA: Edward Elgar.
- Williams*, E.N., Munyon, T.P., & Fuller, R.M. (2019). Givers, takers, and new venture makers: Why help-seeking processes are critical (and different) for entrepreneurs. In A. Caputo & M.M. Pellegrini (Eds.), *The Anatomy of Entrepreneurial Decisions and Negotiations* (pp. 117-144). New York: Springer.
- Jiang*, D.S., & Munyon, T.P. (2017). More than a feeling: The promise of experimental approaches for building the affective and cognitive microfoundations of family firm behavior. In F. Kellermanns & F. Hoy (Eds.), *Routledge Companion to Family Business* (pp. 385-400). New York: Routledge Press.
- Harris, J.N., Ferris, G.R., Summers, J.K., & Munyon, T.P. (2016). The role of political skill in relationship development, social networks, and work effectiveness. In D.L. Stone & J.H. Dulebohn (Eds.), *Research in Human Resource Management* (Vol. 1, pp. 47-75). Charlotte, NC: Information Age Publishing.

- Munyon, T.P., Jacobs, J.S., Carnes*, A.M., & Bohle*, S.L. (2016). Pay-for-politics: Considering the variable compensation - organizational politics relationship. In E. Vigoda-Gadot & A. Drory (Eds.), *Handbook of Organizational Politics* (2nd Edition, pp. 115-147). Cheltenham, UK: Edward-Elgar.
- Ferris, G.R., Treadway, D.C., Brouer, R.L., & Munyon, T.P. (2012). Political skill in the organizational sciences. In G.R. Ferris and D.C. Treadway (Eds.), *Politics in organizations: Theory and research considerations* (pp. 487-529). New York: Routledge/Taylor and Francis.
- Munyon, T.P., Breau, D.M., & Perrewé, P.L. (2009). Implications of burnout for health professionals. In A. Antoniou, G. Chrousos, C. L. Cooper, M. W. Eysenck, and C. D. Spielberger (Eds.), *Handbook of Managerial Behavior and Occupational Health* (pp. 264-277). London: Edward Elgar.

INTERNATIONAL COLLABORATIONS

- Rodriguez*, I.A., Muniz, Jr., J., & Munyon, T.P. (In press). Authentic leadership and motivation as moderators of the organizational politics – knowledge sharing relationship: A test amidst crisis. *Business Research Quarterly*.
- Rodriguez*, I.A., Muniz, Jr., J., & Munyon, T.P. (2021). Exploring the relationship between organizational politics and knowledge sharing in a Brazilian modular consortium. *International Journal of Knowledge Management*, 17, 76-92.
- Rodriguez*, I.A., Muniz, Jr., J., & Munyon, T.P. (2018). A relação entre clima organizacional e gestão do conhecimento: uma revisão da literature. *Revista Psicologia Organizações e Trabalho*, 18, 316-325.
- Rodriguez*, I.A., Garcia, A., Morais, S. C. F., Muniz, J., & Munyon, T. P. (2016). Workers' perspective about organizational climate in knowledge management: Automotive assembly-line case. In von C. G. Naas I., Vendrametto O., Reis J.M., Goncalves R.F., Silva M.T., Kiritsis D. (Eds.), *IFIP Advances in Information and Communication Technology* (pp. 723–730). New York: Springer.

RESEARCH IN PROGRESS

(* - Current or former student)

- Brownell, K.M., & Munyon, T.P. Title Blinded. Manuscript under 1st review at *Journal of Business Venturing Insights*. Anticipated decision in 4/2024.
- Brownell, K.M., & Munyon, T.P. Title Blinded.. Manuscript under 1st review at *Entrepreneurship Theory & Practice*. Anticipated decision in 4/2024.
- Roccapriore*, A., Lewis*, J., Arwine*, R., Munyon, T.P., & Cropanzano, R.S. Title Blinded.. Manuscript under 1st review at *Journal of Management*. Anticipated decision in 2/2024.

Lerman*, M.P., Munyon, T.P., Williams, D.W., Scheaf, D., & Michaelis, T. Title Blinded..
Manuscript under 3rd revise-and-resubmit at the *Journal of Business Venturing*.
Anticipated resubmission in 1/2024.

Williamson*, G. & Munyon, T.P. Title Blinded. . Manuscript pending 1st review at the *Journal of Organizational Behavior*. Anticipated decision in 5/2024.

Williamson*, G., Munyon, T.P., Mchiri, A., & Kozusznik, M.W. Title Blinded.. Manuscript
under 1st revise-and-resubmit at *Academy of Management Journal*. Anticipated
resubmission in 3/2024.

Munyon, T.P., Gardner, T.M., Yan*, J.J. & Hom, P.W. Title Blinded.. Manuscript pending 1st
review at *Human Resource Management*. Anticipated decision in 5/2024.

CONFERENCE PRESENTATIONS AND PROCEEDINGS

Williamson*, G.J., Campion, E.D., Bremer, J., Van Iddekinge, C., Munyon, T.P., & Su, R. Ever
used O*Net? A primer on O*Net for Management Research. Under review for presentation
at the 84th Annual Meeting of the Academy of Management, Chicago, IL.

Flynn, P., Hymer, C., Little L.M., Butts, M., Brown, K.G., Glomb, T.M., Shockley, K.M.,
Chawla, N., Li, N., Caza, B.B., Harris, B., Ladge, J.J., Porter, C.O.L.H., Rogers, K.,
Munyon, T.P., Shinoff, B., Ward, A.K., Schepker D.J., Freeney, Y., Lang, J.W.B., Meister,
A., Thatcher, S.M.B., Wolfson, M.A., Clair, J.A., Zhu, S., Williams, M., & Xu, H., *From
the minivan to an empty nest: Navigating parenthood in academia*. Under review for
presentation at the 84th Annual Meeting of the Academy of Management, Chicago, IL.

Munyon, T.P., Gardner, T.M., Yan*, J.J. & Hom, P.W. Holding on too tightly: Examining
subordinate responses to supervisor employee guarding. Under review for presentation at
the 84th Annual Meeting of the Academy of Management, Chicago, IL.

Williamson*, G. & Munyon, T.P. *Additional costs of low wages: Turnover as a consequence of
worker financial insecurity*. Under review for presentation at the 84th Annual Meeting of
the Academy of Management, Chicago, IL.

Williamson*, G. & Munyon, T.P. *Additional costs of low wages: Turnover as a consequence of
worker financial insecurity*. Accepted for presentation at the Annual Meeting of the Society
for Industrial and Organizational Psychology, Chicago, IL.

Brownell, K.M., & Munyon, T.P. *The Cascading Effects of Lead Founder Personality on New
Venture Team Processes*. Under review for presentation at the 84th Annual Meeting of the
Academy of Management, Chicago, IL.

Lerman*, M.P., Munyon, T.P., Williams, D.W., Michaelis, T., & Scheaf, D. (2023). *A daily
diary study of appraisal, entrepreneurial hustle, and eudaimonic well-being*. Paper
presented at the 83rd Annual Meeting of the Academy of Management, Boston, MA.

Lerman*, M.P., Munyon, T.P., Williams, D.W., Michaelis, T., & Scheaf, D. (2023). *A daily*

diary study of appraisal, entrepreneurial hustle, and eudaimonic well-being. Paper presented at the Babson College Entrepreneurship Research Conference, Knoxville, TN. * *Paper Proceedings* *

Jenkins*, M., Munyon, T., & Sproul, C. (2023). *Changing hearts and minds: How relational power and reputation impact consumer responses to firms following a product recall.* Paper presented at Appalachian Research in Business Symposium, Radford, VA, United States.

Simarasl*, N., Tabesh, P., Munyon, T.P., & Marzhan, Z. (2022). *Institutional support is good for female entrepreneurs but how?* Manuscript presented at the 82nd Meeting of the Academy of Management, Seattle, WA. * *Paper Proceedings* *

Williamson*, G., Munyon, T.P., & Kozusnik, M.W. (2022). *Hybrid entrepreneurs and hireability: An experimental approach.* Paper presented at the Babson College Entrepreneurship Research Conference, Waco, TX.

Williamson*, G., Munyon, T.P., & Kozusnik, M.W. (2022). *Hybrid entrepreneurs and hireability: An experimental approach.* Manuscript presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.

Jenkins*, M.T., & Munyon, T.P. (2021). *Supply chain digital transformation: An examination of impediments and strategies.* Manuscript presented at the annual meeting of the Decision Sciences Institute.

Macdonald, J.R., Munyon, T.P., Lerman*, M.P., & Eckerd, S. (2021). *Are schedule changes an option?: A real options perspective on variable scheduling and turnover.* Manuscript presented at the annual meeting of the Southern Management Association, New Orleans, LA.

Mmbaga*, N.A., Lerman*, M.L., Yan*, J.J., & Munyon, T.P. (2021). *The moderating role of drive in the relationship between political skill and venture performance.* Paper presented at the Babson College Entrepreneurship Research Conference, Munich, Germany.

Munyon, T.P., Gardner, T.M., & Hom, P.W. (2020). *Guarding the exits or fueling the search?: An investigation into the efficacy of employee guarding as a territorial behavior.* (2020). Paper presented at the 80th Annual Meeting of the Academy of Management. * *Paper Proceedings* *

Jiang*, D.S., Munyon, T.P., & Simarasl*, N. (2020). *Familial microfoundations' promise for a new generation of family business research.* Paper presented at the 80th Annual Meeting of the Academy of Management. * *Paper Proceedings* *

Jenkins*, M.T., & Munyon, T.P. (2019). *Product recall attributions: Exploring how supply chain dynamics influence consumer assignments of blame.* Paper presented at the 50th Annual Conference of the Decision Sciences Institute, New Orleans, LA.

Jenkins*, M.T., Sleep, S., Chaker, N., & Munyon, T.P. (2019). *Me, us, and them: Exploring the*

effects of identity conflict on cross-functional integration. Paper presented at the 50th Annual Conference of the Decision Sciences Institute, New Orleans, LA.

Badway, B., Connelly, B., Daspit, J., Fallah, S., Lyons, L., Marler, L., Munyon, T., Pollack, J., & Vardaman. (2019). Panelist in W.R. Carter, *Reviewing reviews, reviewers, and reviewing: Anything to see inside the black box of a blinded system?* Symposium presented at the Annual Meeting of the Southern Management Association, Norfolk, VA.

Yan*, J.J., Munyon, T.P., & Gardner, T.M. (2019). *Guarding the exits or fueling the search?: An investigation into the efficacy of employee guarding*. Paper presented at the Annual Meeting of the Southern Management Association, Norfolk, VA.

Powell*, W.A., & Munyon, T.P. (2019). *A house divided: Exploring the nature and causes of interfunctional bias at work*. Paper presented at the Annual Meeting of the Southern Management Association, Norfolk, VA.

Lerman*, M.P., Cardon, M.S., Munyon, T.P., & Williams, D.W. (2019). *Increasing the utility of appraisal to the organizational sciences: An introduction of collective appraisal*. Paper presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Williams*, E.N., Munyon, T.P., & Fuller, R.M. (2019). *To be my own boss: How past supervisor support impacts entrepreneurial intentions and well-being*. In I. Hatak and J. Wiklund (Chairs), *Mental health and well-being as the link between entrepreneurship and leadership research*. Symposium presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Lerman*, M.P., Cardon, M.S., Munyon, T.P., & Williams, D.W. (2019). *What were we thinking! The consequences of collective appraisal for new venture teams*. Paper presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Williams*, E.N., Fuller, R.M., & Munyon, T.M. (2019). *Pay now or later: An investigation of the consequences of economic vs. social sources of help for entrepreneurs*. Paper presented at the Babson College Entrepreneurship Research Conference, Wellesley, MA.

Williams*, E.N., Simarasl, N., Smith, A., & Munyon, T.P. (2019). *One hand washes the other: An exploration of women entrepreneurs, help-seeking and reciprocity*. Paper presented at the Diana International Research Conference.

Lerman*, M.P., Munyon, T.P., Crook, T.R., & Williams, D.W. (2019). *Clarifying how stressor locus and extent impact entrepreneur health and wealth: A meta-analysis*. Paper presented at the Babson College Entrepreneurship Research Conference, Wellesley, MA.

Williams*, E.N., Munyon, T.P., & Fuller, R.M. (2019). *Pay now or pay later: An investigation into the consequences of economic vs. social sources of help for entrepreneurs*. Paper presented at the Babson College Entrepreneurship Research Conference, Wellesley, MA.

Pahng, P., Summers, J.K., Munyon, T.P., Brouer, R.L., & Ferris, G.R. (2018). *Political skill in the stressor – strain relationship: A meta-analytic update and extension*. Paper presented at the annual meeting of the Southern Management Association.

- Lerman*, M.P., Williams, D.W., Zablah, A., & Munyon, T.P. (2018). *Revisiting appraisal: A day-level examination of entrepreneurial stress, appraisal, strain, and coping*. Paper presented at the annual meeting of the Southern Management Association.
- Lerman*, M.P., Martin*, T.L., & Munyon, T.P. (2018). *Conceptual, methodological, and boundary enhancement of entrepreneurial stress research*. Symposium presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.
- Munyon, T.P., Jenkins*, M.T., Crook, T.R., & Edwards*, J. (2018). *Managing recall risk: Examining how outsourcing and negligence decisions affect consumer responses to firms*. Paper presented at the 3rd Int'l. Conference on Attribution Theory, Tallahassee, FL.
- Mmbaga*, N.A., Lerman*, M., Yan*, J., & Munyon, T.P. (2017). *The moderating role of drive on the relationship between political skill and venture performance*. Paper presented at the Annual Meeting of the Southern Management Association, St. Pete Beach, FL.
- Lambert, L.S., Munyon, T.P., & Smith, A.D. (2017). *Avoiding red flags in micro and meso research design*. Professional Development Institute Proposal presented at the Annual Meeting of the Southern Management Association, St. Pete Beach, FL.
- Munyon, T.P., Madden*, L.T., & Madden*, T.M. (2017). *The ties that bind: How age and community embeddedness affect unemployment duration among the chronically unemployed*. Paper presented at the Annual Meeting of the Southern Management Association, St. Pete Beach, FL.
- Munyon, T.P., Carnes*, A.M., Dawley, D.D., & Griffin, M.A. (2017). *Dangerous politics: A multi-level investigation of organizational politics and workplace accidents*. Paper presented at the Annual Meeting of the Southern Management Association, St. Pete Beach, FL.
- Jenkins*, M.T., Holcomb, M.C., Craighead, C., Munyon, T.P., & Eckerd, S. (2017). *The role of supply chain knowledge in improving product launch performance in emerging markets*. Paper presented at the Academic Research Symposium of the Council of Supply Chain Management Professionals, Atlanta, GA.
- Lerman*, M., Mmbaga*, N.A., & Munyon, T.P. (2017). *An examination of moonlighting on entrepreneurial well-being*. Paper presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA. * *Paper Proceedings* *
- Jiang*, D.S., Kellermanns, F., Munyon, T.P., & Morris, M.L. (2017). *Socioemotional paradox? Examining tensions in socioemotional wealth and socioemotional selectivity*. Paper presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA. * *Paper Proceedings* *
- Williams*, E.K., Munyon, T.P., & Simarasl*, N. (2017). *Help me adapt: Minority status and entrepreneurial help-seeking*. Paper presented at the Babson College Entrepreneurship Research Conference, Norman, OK.

- White*, T.D., & Munyon, T.P. (2017). *Family endorsement as an influence on new venture startup*. Paper presented at the Babson College Entrepreneurship Research Conference, Norman, OK.
- Odle*, T.K., & Munyon, T.P. (2017). *The space between: Distance in leader-member relationships and subordinate turnover intentions*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Jiang*, D.S., Kellermanns, F., Munyon, T.P., & Morris, M.L. (2016). *The family firms' socioemotional paradox: Examining tensions between family members' socioemotional wealth and socioemotional selectivity*. Paper presented at the Annual Meeting of the Southern Management Association.
- White*, T.D., Munyon, T.P., Jiang*, D.S., & D'Oria*, L. (2016). *Emotion regulation and spousal undermining: Evidence of a reciprocity effect in dual-career couples*. Paper presented at the Annual Meeting of the Southern Management Association.
- Jiang*, D.S., Kellermanns, F., Munyon, T.P., & Morris, M.L. (2016). *The family ties that bind: How emotion and family system dynamics generate and preserve socioemotional wealth*. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA. * Best Family Business Paper, Entrepreneurship Division * Paper Proceedings *
- Munyon, T.P., & Summers, J.K. (2016). *Rallying cries as group affective communication*. In A. Brodsky (Chair), *Interpersonal Communication*. Symposium presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.
- Strickling*, J.A., Madden*, L.T., Madden*, T.M., & Munyon, T.P. (2016). *Creatively embedded: Exploring the effects of creative class, embeddedness, and age on entrepreneurial intentions*. Paper presented at the Babson College Entrepreneurship Research Conference, Bodø, Norway.
- Wang*, X., Crook, T.R., & Munyon, T.P. (2015). *How do shareholders respond to information security breaches?: An attributional model*. Presented at the Annual Meeting of the Strategic Management Society, Denver, CO.
- Hollwitz, J., Munyon, T.P., Simarasl*, N., Stackman, R.W., & Wright, T.A. (2015). *40 Years After: Steven Kerr's follies are alive and well*. Symposium presented at the 75th Annual Meeting of the Academy of Management, Vancouver, BC.
- Odle*, T.K., & Munyon, T.P. (2015). *Seeing green: Exploring envy in leader-member relationships*. Presented at the 75th Annual Meeting of the Academy of Management, Vancouver, BC. * Paper Proceedings *
- Simarasl*, N., & Munyon, T.P. (2015). *Entrepreneurship in headscarves: Iranian female entrepreneurs, network behavior, and new venturing*. Presented at the Diana International Research Conference, Babson College, Wellesley, MA. * Best Paper Runner-Up *
- Jiang*, D.S., Munyon, T.P., Kellermanns, F., & Morris, M.L. (2015). *Is there a socioemotional*

- paradox in family firms? An experimental examination of the theoretical tensions between family firm members' socioemotional wealth and socioemotional selectivity.* Presented at the Babson College Entrepreneurship Research Conference, Wellesley, MA. *
*Proceedings, Frontiers of Entrepreneurship Research 35(10) **
- Odle*, T.K., & Munyon, T.P. (2015). *Organizational factors affecting the psychosocial development of leader-follower relationships.* Presented at the Annual Meeting of the Association for Leadership Educators, Washington, D.C.
- Odle*, T.K., & Munyon, T.P. (2015). *Investigating leader-member exchange and physical and psychological distance.* Presented at the Harvard Graduate School of Education Student Research Conference, Boston, MA.
- DeGroat, A.S., Hodges, T., Munyon, T.P., Shay, J.P., Stackman, R.W., & Wright, T.A. (2015). *Just as we say, we should also do.* Symposium presented at the Annual Meeting of the Western Academy of Management, Kauai, Hawaii.
- Munyon, T.P., Jiang*, D.S., Collins, B.J., & Wright, T.A. (2015). *Affective communication: Toward a theory of rallying cries and group adaptation.* Presented at the Annual Meeting of the Western Academy of Management, Kauai, Hawaii.
- Odle*, T.K., & Munyon, T.P. (2015). *The implications of distance and envy in organizations: An exploration of leader-member exchange and organizational citizenship behaviors.* Presented at the annual meeting of the American College Personnel Association, Tampa, FL.
- Collins, B.J., Munyon, T.P., & Lai, F. (2014). *Professional self-efficacy and autonomy influence task performance only under political conditions: A two-study cross-national replication.* Presented at the Annual Meeting of the Southern Management Association, Savannah, GA.
- Jiang*, D.S., & Munyon, T.P. (2014). *Stressing the opportunities: An experimental test of stress' effects on entrepreneurs' cognitive resources, opportunity recognition, and decision-making.* Presented at the Babson College Entrepreneurship Research Conference, London, Ontario, Canada. **Proceedings, Frontiers of Entrepreneurship Research 34(5) **
- Jiang*, D.S., & Munyon, T.P. (2014). *Stressing the opportunities: How stress and feedback affect opportunity recognition and exploitation in an entrepreneurial context.* Presented at the Mid-Atlantic Strategy Colloquium, Knoxville, TN.
- Munyon, T.P., Kane-Frieder, R.E., Carnes*, A.M., & Ferris, G.R. (2013). *How politically skilled agents leverage social networks to enhance productivity and create effective client relationships.* Presented at the Annual Meeting of the Southern Management Association, New Orleans, LA.
- Munyon, T.P., Summers, J.K., Thompson, K.W., Treadway, D.C., & Ferris, G.R. (2013). Political skill as a 'gateway resource' in the stressor-strain relationship: Theoretical and meta-analytic development and competitive testing of four models. In P.L. Perrewé & P.E. Spector (Co-Chairs), *The role of political skill and workplace stressors on psychological*

and physiological strain. Symposium presented at the 73rd Annual Meeting of the Academy of Management, Buena Vista, FL. * *Paper Proceedings* *

Collins, B.J., Munyon, T.P., Ashkanasy, N.M., Lawrence, S.A., Gallagher, E., Kessler, S.R., & O'Connor, J.M. (2013). *The effects of team positive affectivity and process on resource bundling decisions*. Presented at the 73rd Annual Meeting of the Academy of Management, Buena Vista, FL. * *Paper Proceedings* *

Dawley, D.D., & Munyon, T.P. (2013). *Does strategy matter for non-managers? An examination of strategic understanding cognitions and self-regulation*. Presented at the 73rd Annual Meeting of the Academy of Management, Buena Vista, FL. * *Paper Proceedings* *

Munyon, T.P., Carnes*, A.M., & Ferris, G.R. (2012). *The price of positive differentiation: Burnout and political skill as predictors of mean peer sales rank*. Presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology.

Munyon, T.P., Summers, J.K., & Brouer, R.K. (2012). *A theory of coalition forms*. Presented at the Annual Meeting of the Southern Management Association, Ft. Lauderdale, FL.

Dawley, D.D., Munyon, T.P., & Heames, J.T. (2012). *Embedded and free to act: How job embeddedness and autonomy enable employee helping behavior*. Presented at the Annual Meeting of the Southern Management Association, Ft. Lauderdale, FL.

Thompson, K.W., Summers, J.K., Munyon, T.P., Treadway, D.C., & Ferris, G.R. (2012). *A meta-analytic investigation of political skill and employee performance*. Presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Thompson, K.W., Summers, J.K., Munyon, T.P., Treadway, D.C., & Ferris, G.R. (2012). *Political skills' influence on work attitudes and strain: A meta-analysis*. Presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Summers, J.K., Munyon, T.P., Ferris, G.R., Ranft, A.L., & Buckley, R.M. (2010) *Strategic leadership and work design*. Presented at the Annual Meeting of the Southern Management Association, St. Pete Beach, FL.

Brees, J.R., & Munyon, T.P. (2010). *The reputation – performance relationship*. Presented at the Annual Meeting of the Southern Management Association, St. Pete Beach, FL.
* *Best Doctoral Student Paper in the HR/Careers Track* *

Ferris, G.R., Munyon, T.P., Summers, J.K., Buckley, M.R., & Ranft, A.L. (2009). *Executive work design*. Presented at the 69th Annual National Meeting of the Academy of Management, Chicago, IL.

Harris, H.L., & Munyon, T.P. (2009). *Developing organizational commitment: The interactive effects of professional development and organizational politics*. Presented at the 69th Annual National Meeting of the Academy of Management, Chicago, IL.

- Stoner, J., Munyon, T.P., & Perrewé, P.L. (2009). *Going beyond motives: A role identity framework for the dark side of organizational citizenship*. Presented at the 69th Annual National Meeting of the Academy of Management, Chicago, IL.
- Munyon, T.P., Humphrey, S.E., & Morgeson, F.A. (2009). *Towards interactional work design*. Presented at the 24th Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Munyon, T.P. (2008). *Pooled interdependence, management, and job design*. Presented at the Academy of Management, 68th Annual National Meeting, Anaheim, CA.
- Munyon, T.P. (2008). *Even though we ain't got money: Financial security at work and home*. Presented at the Academy of Management, 68th Annual National Meeting, Anaheim, CA.
- Munyon, T.P., Perrewé, P.L., Hochwarter, W.A., & Ferris, G.R. (2008). *Moderated nonlinear optimism and OCB on job satisfaction in 3 samples*. Presented at the Southern Management Association Meeting, St. Pete Beach, FL.
- Munyon, T.P. (2008). *Going Vertical: Staffing configurations and the human resource architecture*. Presented at the Southern Management Association Meeting, St. Pete Beach, FL.
- Breaux, D.M., Munyon, T.P., Rogers, L.M., Perrewé, P.L., & Hochwarter, W.A. (2008). *Crossover perceptions and reciprocity in dual-earner families*. Presented at the 7th International Conference on Occupational Stress and Health, Washington, DC.
- Breaux, D.M., Munyon, T.P., Ferris, G.R., & Hochwarter, W.A. (2007). *Organizational politics perceptions as a moderator of the relationship between accountability and job satisfaction*. Presented at the Southern Management Association Meeting, Nashville, TN.
- Munyon, T.P., Horn, M., & Kow, J. (2007). *Corporate social performance as a mediator of financial performance and reputation*. Presented at the Southern Management Association Meeting, Nashville, TN.
- Munyon, T.P. (2002). *Labor relations at United Airlines*. Presented at the Annual Meeting of the Tennessee Economics Association, Murfreesboro, Tennessee.
- Munyon, T.P. (2001). *Economic and political impacts of the Cuban embargo*. Presented at the Annual Meeting of the Western Social Science Association, Reno, Nevada.

GRANT FUNDING

2023 Anderson Center for Entrepreneurship Research Grant, Amount: \$12,500

Investigators: Williamson, G., & Munyon, T.P.

Mouths to feed: How and why do entrepreneurs protect their employees' financial security?

2011 Southern Management Association Research Grant, Amount: \$10,000

Investigators: Ashkanasy, N.M., Collins, B.J., Lawrence, S.A., & Munyon, T.P.

Linking abusive supervision, individual performance, and team performance: The role of affective responses and injustice perceptions.

WHITE PAPERS

- Munyon, T.P. (2022). *The future of work*. University of Tennessee Advanced Supply Chain Collaborative.
- Munyon, T.P. (2021). Findings from the 2021 Compensation Technology Solution Assessment. Paper presented to [SOFTWARE COMPANY], TN.
- Munyon, T.P. (2020). *Workforce management and digital transformation: Findings of the 2020 ASCC Study*. University of Tennessee Advanced Supply Chain Collaborative.
- Munyon, T.P., & Grojean, M. (2019). *Workforce Transformation During Digital Transformation*. University of Tennessee Advanced Supply Chain Collaborative.
- Munyon, T.P. (2019). *Financial Wellness Program Evaluation*. Paper presented to [BANK], Atlanta, GA.
- Munyon, T.P. (2019). *Employee Experience Portal Program Evaluation*. Paper presented to [SOFTWARE COMPANY], Maryville, TN.
- Munyon, T.P. (2017). *Continue the Upward Momentum: Findings of the Employee Diagnostic Survey*. Paper presented to [AEROSPACE COMPANY], Ft. Worth, TX.
- Munyon, T.P. (2017). *Understanding the [AGENCY] Workforce and Culture Via EVS*. Paper presented to the [GOVERNMENT AGENCY], Huntsville, AL.
- Munyon, T.P. (2017). *Culture Challenge Report to the Knox County Health Department*. Paper presented to Knox County, TN.
- Gardner, T.M., Munyon, T.P., & Hom, P.W. (2015). *The Use of Nurturing and Guarding Tactics to Reduce Voluntary Turnover*. Paper presented to [MANUFACTURING ORGANIZATION], IL.
- Munyon, T.P., & Muniz, J. (2015). *Employee Safety Study Findings*. Paper presented to [MANUFACTURING ORGANIZATION], São Paulo, Brazil.
- Dawley, D.D., & Munyon, T.P. (2013). *Employee Safety Study Behavioral Findings*. Paper presented to [MANUFACTURING ORGANIZATION], WV, USA.

MEDIA COVERAGE

- “[The value \(and costs\) of secrets](#),” imeetcentral.com, by Jason Compton (6/13/2016)
- “[Millenials want to be the boss](#),” Main Street, by Chris Metinko (8/18/2015)

INSTRUCTION EXPERIENCE

University of Tennessee, TN (2012 – Present)

Foundations of Organizational Behavior (MGT 336-03): 4.7/5.0, Fall, 2023
Foundations of Organizational Behavior (MGT 336-02): 4.8/5.0, Fall, 2023
Data Driven Decision Making (MGT 5623): Spring, 2023
Workforce Analytics (MGT 465): No Evaluations, Fall, 2022
Foundations of Organizational Behavior (MGT 336): 4.7/5.0, Fall, 2022
Macro Org. Behavior Doctoral Seminar (MGT 617): No Evaluations, Fall, 2022
Workforce Analytics (MGT 465): No Evaluations, Fall, 2021
Foundations of Organizational Behavior (MGT 336): 5.0/5.0, Fall, 2021
Organizational Behavior and Development (HRM 550): 4.6/5.0, Fall, 2021
Macro Organizational Behavior Seminar (MGT 617): 4.9/5.0 Avg. Rating, Fall, 2020
Foundations of Organizational Behavior (MGT 336): 4.9/5.0 Avg. Rating, Fall, 2020
Organizational Behavior and Development (HRM 550): 3.8/5.0 Avg. Rating, Fall, 2020
Organizational Behavior and Development (HRM 550): 4.8/5.0 Avg. Rating, Fall, 2019
Organizational Behavior and Development (HRM 550): 4.8/5.0 Avg. Rating, Fall, 2018
Macro Org. Behavior Doctoral Seminar (MGT 617): 4.9/5.0 Avg. Rating, Fall, 2018
Organizational Behavior and Development (HRM 550): 4.7/5.0 Avg. Rating, Fall, 2017
Macro Organizational Behavior Doctoral Seminar (MGT 617): No Evaluations, Spring, 2017
Organizational Behavior and Development (HRM 550): 4.8/5.0 Avg. Rating, Fall, 2016
Acquiring Talent (HRM 481): 4.7/5.0 Avg. Ratings, Spring, 2016
Foundations of Organizational Behavior (MGT 336): 4.8/5.0 Avg. Rating, Spring, 2016
Foundations of Organizational Behavior (MGT 336): 4.7/5.0 Avg. Rating, Fall, 2015
Organizational Behavior and Development (HRM 550): 4.7/5.0 Avg. Rating, Fall, 2015
Foundations of Organizational Behavior (MGT 336): 4.7/5.0 Avg. Rating, Spring, 2015
Macro Organizational Behavior Doctoral Seminar (MGT 617): No Evaluations, Spring, 2015
Organizational Behavior and Development (HRM 550): 4.6/5.0 Avg. Rating, Fall, 2014
Foundations of Organizational Behavior (MGT 336): 4.7/5.0 Avg. Rating, Fall, 2014
Foundations of Organizational Behavior (MGT 336): 4.5/5.0 Avg. Rating, Spring, 2014
Acquiring Talent (HRM 481): 4.8/5.0 Avg. Rating, Spring, 2014
Organizational Behavior and Development (HRM 550): 4.5/5.0 Avg. Rating, Fall, 2013
Foundations of Organizational Behavior (MGT 336): 4.4/5.0 Avg. Rating, Fall, 2013
Foundations of Organizational Behavior (MGT 336): 4.8/5.0 Avg. Rating, Spring, 2013
Leading Complex Organizations (MGT 505): 4.1/5.0 Avg. Rating, Spring, 2013
Leading Complex Organizations (MGT 505): 3.2/5.0 Avg. Rating, Spring, 2013
Macro Organizational Behavior Doctoral Seminar (MGT 617): No Evaluations, Fall, 2012

West Virginia University, WV (2010 – 2012)

Human Resource Management (MANG 330): 5.0/5.0 Avg. Rating, Summer, 2012
Human Resource Management (MANG 330): 4.8/5.0 Avg. Rating, Spring, 2012
Organizational Change and Renewal (ILR 508): 4.3/5.0 Avg. Rating, Spring, 2012
Philosophy of Research Doctoral Seminar (MANG 710): No Evaluations, Fall, 2011
Human Resource Management Fundamentals (MANG 330): 4.7/5.0 Avg. Rating, Fall, 2011
Survey of Management (BUSA 320): 4.8/5.0 Avg. Rating, Summer, 2011
Compensation and Benefits (HRMG 450): 4.6/5.0 Avg. Rating, Spring, 2011
Organizational Change and Renewal (ILR 508): 4.4/5.0 Avg. Rating, Spring, 2011
Human Resource Management Fundamentals (MANG 330): 4.5/5.0 Avg. Rating, Fall, 2010

University of Central Florida, FL (2009 – 2010)

Human Resource Management (MAN 3301): 4.7/5.0 Avg. Rating, Summer, 2010
Organizational Behavior (MAN 7275), Politics Section (w/ M. Ambrose): Spring, 2010
Human Resource Management (MAN 3301): 4.5/5.0 Avg. Rating, Spring, 2010
Human Resource Management (MAN 3301): 4.5/5.0 Avg. Rating, Spring, 2010
Organizational Behavior and Development (MAN 6425): 4.4/5.0 Avg. Rating, Fall, 2009*
Organizational Behavior and Development (MAN 6425): 4.5/5.0 Avg. Rating, Fall, 2009*
* 7:30 AM Classes Voted “Best MBA Class” by 2009 Cohort

Florida State University, FL (2007 – 2009)

Competitive Dynamics (MAN 4752): 4.5/5.0 Avg. Rating; Summer, 2009
Competitive Dynamics (MAN 4752): 4.8/5.0 Avg. Rating; Spring, 2009
Organizational Behavior (MAN 3240): 4.9/5.0 Avg. Rating; Fall, 2008
Organizational Behavior (MAN 3240): 4.8/5.0 Avg. Rating; Summer, 2008
Organizational Behavior (MAN 3240): 4.6/5.0 Avg. Rating; Summer, 2007
Competitive Dynamics (MAN 4752): 4.8/5.0 Avg. Rating; Summer, 2007

Campbell University, NC (2005 – 2006)

Microeconomics (ECON 224): Spring, 2005; Spring, 2006
Macroeconomics (ECON 223): Spring, 2005; Spring, 2005
Public Finance (ECON 357): Spring, 2006
Philosophy of Business (BADM 300): Fall, 2005
Intermediate Microeconomics (ECON 301): Fall, 2005
Intermediate Macroeconomics (ECON 302): Spring, 2005; Fall, 2005
Comparative Economics (ECON 455): Spring, 2005; Summer, 2005; Spring, 2006

EXECUTIVE EDUCATION AND CONSULTING

- Executive Education, Training, and Organizational Development
 - *University of Tennessee Medical Center* (10/2021)
 - Understanding and Leveraging Diversity (6.9/7.0 Average Ratings)
 - Positive Psychology and Culture Change (5.9/6.0 Average Ratings)
 - *BWXT Leadership Development Program* (8/2021)
 - Improving Decision Making (No ratings taken)
 - *Tower Community Bank* (10/2021)
 - Strategic Planning Meeting Facilitation (No ratings taken)
 - *Young Williams Animal Hospital* (1/2021)
 - Leading like you want to be led (No ratings taken)
 - *Wesley House Community Center* (10/2020)
 - Vision and Values Facilitation (No ratings taken)
 - *Satair/Airbus* (11/2019)
 - Team trust, knowledge sharing, and effectiveness (No ratings taken)
 - *BWXT* (2/2019)
 - Improving Decision Making (6.5/7.0 Average Ratings)
 - *Ortho Medical Devices* (12/2017)
 - Unlocking Engagement (No ratings taken)
 - *Becoming the Leader You Want to Be* (9/2017)
 - Custom Haslam Program (6.9/7.0)

- *Worthington Industries Advancing Leaders Class* (5/2017)
 - Leading Culture and Innovation (No Ratings Taken)
 - Change! Now what? (No Ratings Taken)
 - *Emerging Leaders Program* (3/2017)
 - Talent Management (6.4/7.0)
 - *Ariba SAP Customer Success Day* (5/2016)
 - Managing Post-Adoption (4.75/5.0)
 - *Ariba SAP Customer Success Day* (12/2015)
 - Managing Post-Adoption (5.0/5.0)
 - *Ariba SAP Customer Success Day* (10/2015)
 - Blue skies or blue moods? Managing employees post-adoption (4.5/5.0)
 - *Emerging Leaders Program* (9/2015)
 - Talent Management and Retention (6.7/7.0)
 - *Dura-Line Corporation* (8/2015)
 - Climate Change (6.4/7.0 Average Ratings)
 - *Executive Master of Business Administration Modules*
 - Engagement and Performance (12/2018; 6.4/7.0 Average Ratings)
 - Understanding Your Workforce (2/2018; 4.4/5.0 Average Ratings)
 - Managing Performance and Retention (5/2017; 4.4/5.0 Average Ratings)
 - Managing Your Culture (6/2015; 5.8/7.0 Average Ratings)
 - Leadership and the Management of Meaning (6/2015; No Ratings Taken)
 - Management versus Leadership (1/2015; 6.3/7.0 Average Ratings)
 - Leadership and the Management of Meaning (6/2014; No Ratings Taken)
 - Strategic Understanding in Your Organization (9/2014; 5.0/5.0 Average Ratings)
 - Performance Management for Emerging Leaders (1/2015; No Ratings Taken)
 - *Dura-Line Corporation* (4/2014)
 - Leadership and Ethics (No Ratings Taken)
 - *Fox, Joss, and Yankee* (2/2012)
 - Communication and Conflict Resolution (5.6/6.0 Average Rating)
 - *Society for Human Resource Management* (3/2011, 11/2011, 3/2012)
 - Total Rewards Module (5.7/6.0 Average Ratings)
 - *West Virginia Department of Environmental Protection* (9/2011, 10/2011)
 - Knowledge Management (5.4/6.0 Average Ratings) and Succession Planning (5.4/6.0 Average Ratings).
- Business Consulting: Managed or participated in over 70 projects, including workforce analytics, mentoring, pay equity studies, engagement studies, industrial benchmarking studies, culture reinforcement programs, retail business plan and strategy reviews, process improvement studies, comprehensive airport master plans, facility layout plan updates, feasibility studies, cost-benefit studies, environmental assessments, ordinances, and an aviation product development plan. I am also prepared to consult on workforce analytics, performance management, performance evaluation, retention programs, culture, and mentoring program design.
 - Publisher Consulting: Subject matter expert and textbook ghost writer for *Words & Numbers*. Content produced for leading organizational behavior and leadership texts.

PROFESSIONAL DEVELOPMENT

- Diversity, Equity, and Inclusion Summit, *Southern Management Association* (2023)
- Strategies and Tactics for Recruiting to Improve Diversity and Excellence II, *University of Tennessee* (2019)
- Strategies and Tactics for Recruiting to Improve Diversity and Excellence I, *University of Tennessee* (2018)
- Organizational Behavior Junior Faculty Workshop, *Academy of Management Meeting* (2014)
- New Faculty Institute, *Tennessee Teaching and Learning Center* (2012)
- Scholar Participant, Research Incubator, *Southern Management Association* (2010)
- New Doctoral Student Consortium, *Academy of Management Meeting* (2007)
- Doctoral Student Consortium, *Southern Management Association Meeting* (2007)
- Program for Instructional Excellence, *Florida State University*, Tallahassee, FL (2006)

INVITED AND OTHER PRESENTATIONS

- “Leadership versus Management, *Georgia Boys and Girls Clubs* (January, 2024)
- “The World After COVID,” *Downtown Kiwanis Club, Knoxville, TN* (December, 2023)
- “The future of work,” *Haslam Graduate and Executive Education, Knoxville, TN* (November, 2023)
- “Navigating the minefield: Ethical development,” *Great Smoky Mountain Chapter of the Association of Fundraising Professionals (AFP), Knoxville, TN* (August, 2023)
- “Beginning A Career,” *Hufford Junior High School, Joliet, IL* (May, 2023)
- “Where have all the workers gone?,” *Seniors for Creative Learning* (April, 2023)
- “Knowledge management in organizations,” *Tennessee Health Science Library Association Annual Meeting* (November, 2022)
- “The future of work (and what to do about it),” *Global Supply Chain Institute Fall Meeting, Knoxville, TN* (October, 2022)
- “Team Trust,” *Safe Harbor Child Advocacy Center, Sevierville, TN* (August, 2022)
- “Unlocking Engagement,” *Provost’s Leadership Development Program, The University of Tennessee, Knoxville, TN* (March, 2022)
- “Introduction to Organizational Behavior,” *Global Leadership Scholars, The University of Tennessee Global Leadership Scholars Program, Knoxville, TN* (March, 2022)
- Guest Lecture, “Dealing with Politics and Bad Bosses,” *Geography 499, the University of Tennessee* (November, 2021)
- “The Power of Targeted Assessment,” *Tennessee SHRM Annual Meeting, Nashville, TN* (August, 2021)
- “Why People Analytics,” *International Institute of Analytics (IIA) Virtual Webinar* (August, 2021).
- “The Power of Targeted Assessment,” *SHRM Young Professionals, Washington, DC* (August, 2021)
- “The Power of Targeted Assessment,” *Tennessee SHRM Strategic Leadership Conference, Nashville, TN* (April, 2021)
- “Analytics Assessment Results,” *Knoxville Human Resource Connection* (April, 2021)
- “Not-For-Profit Leadership and Religion,” *UT Symposium on Not-For-Profit Leadership and Religion* (April, 2021)
- “The Power of Targeted Assessment,” *Tennessee Valley Human Resource Association Meeting* (March, 2021)

- “Change as an Opportunity,” *Haslam Faculty/Staff Lunch & Learn*, The University of Tennessee (March, 2021)
- “Creating a Positive Work Culture,” *Provost’s Leadership Development Program*, The University of Tennessee (March, 2021)
- “Your Responsibility as a Community Stakeholder,” *Leadership Knox 2021*, Knoxville, TN (February, 2021)
- “Introduction to Organizational Behavior,” *Global Leadership Scholars, The University of Tennessee Global Leadership Scholars Program*, Knoxville, TN (January, 2021)
- “The Power of Targeted Assessment,” *Knoxville Human Resource Connection* (January, 2021).
- “What Every Board Should Know About Diversity,” *Consortium for Social Enterprise Effectiveness* (November, 2020).
- “Leveraging Workforce Analytics,” *Greater Athens Human Resource Association* (May, 2020).
- “People Analytics in Practice,” *Tennessee Value Human Resource Association (TVHRA) Strategic Leadership Conference* (March, 2020)
- “Taking Accountability for Corporate Social Responsibility,” *Leadership Knoxville* (February, 2020)
- “Do Open Office Layouts Live up to the Hype?,” *Tennessee SHRM Conference* (September, 2019)
- “Understanding and Leveraging Workforce Analytics,” *Southeast Workforce Analytics Forum* (August, 2019)
- “Reconsidering Workforce Dogmas About Engagement,” *Clayton Homes Retail Division Training*, Maryville, TN (July, 2019)
- “Reconsidering Workforce Dogmas About Engagement,” *Berkshire Hathaway HR Conference*, Maryville, TN (June, 2019)
- “Rethinking Performance and Retention,” *SpeedNews Aerospace Manufacturing Conference*, Greensboro, NC (May, 2019)
- “Understanding the Workforce ROI,” *IvyExec Webinar* (April, 2019)
- “University Research Engagements,” *Aerospace & Defense Business Institute, The University of Tennessee*, Knoxville, TN (April, 2019)
- “Social Influence and Political Skill,” *Global Leadership Scholars, The University of Tennessee Global Leadership Scholars Program*, Knoxville, TN (March, 2019)
- “Teaching Tips for Doctoral Students,” *UTK Doctoral Student Association Event* (February, 2019)
- “Driving business forward: Demonstrating ROI through Learning and Development Programs,” Keynote Address, *Learning & Development Executive Summit*, Orlando Florida (February, 2019)
- “Talent Management in the Supply Chain,” *Panelist at the UT Supply Chain Forum* (November, 2018)
- “For the People: The Promise of Production Engineering to Create a Better Workplace,” Keynote Address,” *UNIVESP*, Sao Paulo, Brazil (October, 2018)
- “For the People: The Promise of Production Engineering to Create a Better Workplace,” Keynote Address, *ENEGEP*, Maceio, Brazil (October, 2018)
- “Rooted in Joy,” *Paideia Academy Banquet Emcee* (September, 2018)
- “The Promise and Perils of Employee Guarding,” *Technion, Israel Institute of Technology* (May, 2018)

- “Lessons in Leaving: Understanding Informal Causes of Retention and Turnover,” *UT Mic Nite* (November, 2017)
- “Building and Leveraging A Team Research Model,” Berry College, GA (November, 2017)
- “Leading Culture,” *Provost’s Leadership Development Program*, The University of Tennessee (October, 2017)
- Guest Lecture, Decision Processes, MGT 353, with I. Adeleye (September, 2017)
- Guest Lecture, The Field of OB, *Global Leadership Scholars, The University of Tennessee Global Leadership Scholars Program*, Knoxville, TN (February, 2017)
- Guest Lecture, Decision Processes, MGT 353, with I. Adeleye (January, 2017)
- “Leading Culture,” *Provost’s Leadership Development Program*, The University of Tennessee (October, 2016)
- Guest Lecture, Decision Processes, MGT 353, with I. Adeleye (September, 2016)
- “Considering the Human Element in Safety Research,” Universidade Estadual Paulista (São Paulo State University), Guarantiguetá, Brazil (May, 2016).
- “Advances in Research Methodologies,” Universidade Estadual Paulista (São Paulo State University), Guarantiguetá, Brazil (May, 2016).
- “Leading Culture,” *Provost’s Leadership Development Program*, The University of Tennessee (April, 2016)
- Guest Lecture, What is OB Research All About?, *Global Leadership Scholars, The University of Tennessee Global Leadership Scholars Program*, Knoxville, TN (February, 2016)
- Guest Lecture, Strategic Career Management, MGT 402, with D. Jiang (November, 2015)
- Guest Lecture, Decision Processes, MGT 353, with A. Smith (September, 2015)
- “Conducting an Honors Thesis,” *Global Leadership Scholars, The University of Tennessee Global Leadership Scholars Program*, Knoxville, TN (February, 2015)
- “Project Leadership,” *Institute for Professional Leadership, The University of Tennessee College of Law*, Knoxville, TN (February, 2015)
- Guest Lecture, Career Management, MGT 405, with D. Jiang (April, 2015)
- “Rethinking Retention,” Keynote Speaker, *The University of Tennessee Manufacturing Summit*, Knoxville, TN (November, 2014)
- “Smart Retention,” Keynote Speaker, *The University of Tennessee Human Resource Management Summit*, Knoxville, TN (November, 2014)
- Guest Lecture, Career Management, MGT 405, with D. Jiang (October, 2014)
- Management Focus Group Participant, McGraw-Hill/Irwin, Burr Ridge, IL (Oct., 2008)

SERVICE TO THE FIELD

- Associate Editor
Journal of Occupational and Organizational Psychology (2013 – 2015)
- Guest Editor, Managing Power and Politics (2020 – 2022)
Organizational Dynamics
- Editorial Board Membership
Business Horizons (2011 – 2018)
Human Resource Management Review (2012 - Present)
Group & Organization Management (2014 – 2018)
Journal of Character and Leadership Integration (2010 – 2011)

Journal of Leadership and Organization Studies (2012 – 2018)
Journal of Management (2016 - Present)
Journal of Management Scientific Reports (2022 – Present)
Journal of Occupational Health Psychology (2013 – Present)
 * *Best Paper Selection Committee* (2019)
Journal of Occupational and Organizational Psychology (2016 - 2023)
Journal of Organizational Behavior (2012 – Present)
 * *Best Paper Selection Committee* (2015)
Personnel Psychology (2017 – Present)
Production (2015 – 2018)

- Ad-Hoc Journal Reviewer

Academy of Management Journal
African Journal of Business Management
Anatomy of Entrepreneurial Decisions
Annals of Management Science
Applied Psychology: An International Review
European Journal of Work and Organizational Psychology
European Management Journal
Family Business Review
Group & Organization Management
Human Relations
Human Resource Management
Human Resource Management Review
International Journal of Selection and Assessment
Journal of Applied Social Psychology
Journal of Business Venturing
Journal of Entrepreneurship in Emerging Economies
Journal of Management
Journal of Management Studies
Journal of Occupational Health Psychology
Journal of Occupational and Organizational Psychology
Journal of Personal Selling & Sales Management
Journal of Supply Chain Management
Journal of Vocational Behavior
Journal of Work and Organizational Psychology
Management Research Review
Organizational Behavior and Human Decision Processes
Organizational Dynamics
Organizational Psychology Review
Personality & Social Psychology Bulletin
Personnel Psychology
Personnel Review
Production
Sage OPEN
Strategic Management Review

- Article Editor

Sage OPEN (2012)

- External Grant Reviewer
Israeli Science Foundation (2011)
- SHRM Foundation Dissertation Award Selection Committee (2020)
- External Reviewer for Promotion and Tenure
 - Boise State University (to Associate Professor with Tenure) (2023)*
 - Elon University (to Associate Professor with Tenure) (2023)*
 - Georgia Southern University (to Associate Professor with Tenure) (2022)*
 - Hong Kong Baptist University (to Associate Professor with Tenure) (2018)*
 - Mississippi State University (to Associate Professor with Tenure) (2022)*
 - Old Dominion University (to Associate Professor with Tenure) (2023)*
 - Saint Joseph's University (to Associate Professor with Tenure) (2017)*
 - University of Haifa (to Associate Professor with Tenure) (2019)*
 - University of Maine (to Associate Professor with Tenure) (2023)*
 - University of Mississippi (to Associate Professor with Tenure) (2017)*
 - University of North Florida (to Associate Professor with Tenure) (2022)*
 - University of North Texas (to Associate Professor with Tenure) (2019)*
 - University of North Texas (to Associate Professor with Tenure) (2020)*
 - University of Rhode Island (to Associate Professor with Tenure) (2018)*
- Conference Service
 - Academy of Management*
 - Reviewer, discussant, and/or facilitator (2006 –2014, 2016 – 2018)
 - Faculty Representative, HRM Doctoral Consortium (2015, 2016)
 - Mid-South Management Research Consortium*
 - Round-table Facilitator (2012, 2013, 2014, 2016)
 - Society for Industrial and Organizational Psychology*
 - Reviewer, discussant, and/or facilitator (2009, 2011 – 2013, 2018)
 - Faculty Mentor (2019-2020)
 - Southern Management Association*
 - Best Paper Selection Committee, Human Resource/Research Methods (2016)
 - Best Doctoral Paper Selection Committee, Entrepreneurship/Family Business Track (2017)
 - Board of Governors Member (2016 - 2019 term)
 - Board Rep, Research Member Involvement Committee (2016 – 2018)
 - Chair, Elections Policy Committee (2018)
 - Early-Stage Doctoral Consortium Presenter (2012, 2013, 2014, 2015, 2016)
 - Late-Stage Doctoral Consortium Presenter (2018, 2020)
 - Leadership Track Member (2022 – 2026 term): Program Chair-Elect, Program Chair, President-Elect, President, Past President
 - Member, SMA Evaluations Task Force (2017)
 - Mid-Career Consortium Presenter (2017)
 - Paper Development Workshop Reviewer (2020)

Pre-Doctoral Consortium Presenter (2017)
Professional Development Institute Track Chair (2022)
Reviewer, discussant, and/or facilitator (2006-2014, 2016, 2017, 2019, 2020, 2023)
Research Methods Track Chair (2012)

- Doctoral Dissertations Chaired

Christine LeClaire – Ph.D., Retail, Hospitality, and Tourism Management (2022)
Co-Chair with Professor Heeji Jeanie Lim
Granting Institution: The University of Tennessee at Knoxville

Michael Lerman – Ph.D., Strategy, Entrepreneurship, & Organizations (2019)
Granting Institution: The University of Tennessee, Knoxville, TN
Co-Chair with Professor David W. Williams
Initial Placement: Iowa State University

Indira A. Rodriguez, Ph.D., Industrial Engineering (2020)
Granting Institution: Universidade Estadual Paulista (UNESP), Sao Paulo, Brazil
Co-Chair with Professor Jorge Muniz, Jr.
Initial Placement: Universidade Estadual Paulista (UNESP), Sao Paulo, Brazil

Lt. Col. T. Daniel White, Ph.D., Organizations and Strategy (2017)
Granting Institution: The University of Tennessee, Knoxville, TN
Initial Placement: United States Air Force Command, Scott AFB, IL

Erika N. Williams, Ph.D., Organizations and Strategy (2018)
Granting Institution: The University of Tennessee, Knoxville, TN
Co-Chair with Professor Robert M. Fuller
Initial Placement: University of Southern Indiana

Gavin Williamson, Ph.D., Strategy, Entrepreneurship, & Organizations (Anticipated 2024)
Granting Institution: The University of Tennessee, Knoxville, TN

- Doctoral Dissertation Committee Service

Lisa Beeler - Ph.D., Marketing (2017)
Granting Institution: The University of Tennessee at Knoxville
Initial Placement: Assistant Professor, Department of Marketing, Ohio University, Athens, OH.

Sergio Lopez Bohle – Ph.D., Organizational Psychology (2014)
Granting Institution: Pontificia Universidad Católica de Chile
Initial Placement: Associate Professor, Administration Department, Business School, University of Santiago, Santiago, Chile

Shawn Bucher – Ph.D., Ph.D., Retail, Hospitality, and Tourism Management (2022)
Granting Institution: The University of Tennessee at Knoxville

Andrew M. Carnes – Ph.D., Business Administration, Management (2015)

Granting Institution: West Virginia University, Morgantown, WV
Initial Placement: Assistant Professor, Global Management and Strategy Department,
Western Carolina University, Cullowhee, NC

Nawar N. Chaker - Ph.D., Marketing (2016)

Granting Institution: The University of Tennessee at Knoxville
Initial Placement: Assistant Professor, Marketing Department, Elon University, Elon, NC

Matthew Jenkins - Ph.D., Supply Chain Management (2017)

Granting Institution: The University of Tennessee at Knoxville
Initial Placement: Assistant Professor, Management Department, Georgia Southern
University, Statesboro, GA

David S. Jiang – Ph.D., Organizations and Strategy (2016)

Granting Institution: The University of Tennessee at Knoxville
Initial Placement: Assistant Professor, Management Department, Georgia Southern
University, Statesboro, GA

** Best Dissertation Award from the Family Firm Institute **

Kenneth Jordan – Ph.D., Education, Tourism/Hospitality (ABD Pending)

Granting Institution: The University of Tennessee at Knoxville
Initial Placement: Western Carolina University, Cullowhee, NC

Yuting “Ryan” Li – Ph.D., Industrial Engineering (2019)

Granting Institution: The University of Tennessee at Knoxville
Initial Placement: Huskin Machinery Company, Knoxville, TN.

Kristen (Kincy) Madison - Ph.D., Organizations and Strategy (2014)

Granting Institution: The University of Tennessee at Knoxville
Initial Placement: Assistant Professor, Management Department, Mississippi State
University, Starkville, MS

Christopher J. Mears – Ph.D., Industrial Engineering (2019)

Granting Institution: The University of Tennessee at Knoxville
Initial Placement: Section Manager, Aerospace Testing Alliance, Arnold Air Force Base,
Tullahoma, TN

Brandy Mmbaga – Ph.D., Communication Studies (2019)

Granting Institution: The University of Tennessee at Knoxville
Initial Placement: Assistant Professor, Management Department, Butler University,
Indianapolis, IN

Daniel A. Pellathy - Ph.D., Supply Chain Management (2016)

Granting Institution: The University of Tennessee at Knoxville
Initial Placement: Assistant Professor, Management Department, Grand Valley State
University, Grand Rapids, MI

William Adam Powell – Ph.D., Marketing (2016)

Granting Institution: The University of Tennessee at Knoxville

Initial Placement: Assistant Professor, Marketing Department, Shippensburg University, Shippensburg, PA

Nastaran Simarasl – Ph.D., Organizations & Strategy (2016)

Granting Institution: The University of Tennessee at Knoxville

Initial Placement: Assistant Professor, Management Department, California State Polytechnic University Pomona, Pomona, California

- Graduate Research Committee Service

Graduate Thesis Committee Member

Ashley Danae Nelson – Master of Arts (2014)

Granting Institution: The University of Tennessee at Knoxville

Advisor, Master of Business Administration Organizational Action Projects

Granting Institution: The University of Tennessee at Knoxville

Mitch Addis (ProMBA, 2021), University of Tennessee Haslam College

Joy Allmond (ProMBA, 2023), Christianity Today Magazine

Ben Armbruster (ProMBA, 2022), Eastman Chemical Company

Kyle Beaver (ProMBA, 2023), SkyWest Airlines

David Beisel (ProMBA, 2019), US Foods

Rocky Bryan (ADMBA, 2021), Robins Air Force Base

Michael Camponovo (ProMBA, 2019), University of Tennessee

Brent Clark (SLMBA, 2021), North Wind Dynamics

Mark Costanza (ADMBA, 2018), Air Force Space Command

Gregg Crawford (ProMBA, 2017), University of Tennessee

Natalie Depp (ProMBA, 2022), National Hospice and Palliative Care Organization

Addison Edwards (ProMBA, 2018), UBS

John Ergen (ProMBA, 2019), TeamHealth

Aaron Estes (ProMBA, 2023), LifeWay Christian Resources

Kaylee Gallagher (ADMBA, 2021), Lockheed Martin

Kevin Garland (ProMBA, 2017), University of Tennessee

Joshua Hunter Greer (ProMBA, 2021), Bank of America

Meredith Harris (ProMBA, 2019), Eastman Chemical Company

Anne Hewitt (SLMBA, 2020), Citizens National Bank

Brittany Hunt-Woods (ProMBA, 2018), University of Tennessee

Sarah Johnson (ProMBA, 2023), University of Tennessee Hodges Library

Andrew Jones (ProMBA, 2019), CentriWorks

Megan Kunkel (ProMBA, 2022), Eastman Chemical Company

Jeffrey Lamb (ADMBA, 2017), Robins Air Force Base

Archie Manoharan (ProMBA, 2019), Tennessee Valley Authority

Kathleen McCann (ProMBA, 2021), University of Tennessee Haslam College

James Nash (ADMBA, 2021), Leidos Corporation

Tommy Neubauer (ProMBA, 2022), Pilot Company

Ashley Parsons (ProMBA, 2023), Citi

Catherine Post (ProMBA, 2022), Tower Community Bank

Evan Risten (ADMBA, 2021), Lockheed Martin Missile and Fire Control

Eric Schrock (ADMBA, 2019), Lockheed Martin

Pavlo Shevchuk (ProMBA, 2019), United Coal

Lakisha Summeour (ProMBA, 2021), Entrepreneur

Matt Thein (ADMBA, 2020), Nashville International Airport
Jalonda Thompson (ProMBA, 2019), University of Tennessee Tickle College
Van Newberry (ADMBA, 2021), Textron Aviation

- Undergraduate Honors Research Committee Service
Undergraduate Honors Thesis Chair
Jonathon Michael Brown – Bachelor of Arts (2014)
Sophia Cowell – Bachelor of Arts (2021)
Jonathan Edwards - Bachelor of Arts (2016)
Joshua Leonard - Bachelor of Arts (2014)
Taylor Odle – Bachelor of Arts (2014)
Abigail Smith – Bachelor of Arts (2022)
Lauren Elisabeth Steele - Bachelor of Arts (2016)
Samantha Nicole Steichen - Bachelor of Arts (2017)
* Finalist, Best Thesis Award
Hannah Wunschel – Bachelor of Arts (2018)
Granting Institution: The University of Tennessee at Knoxville

SERVICE TO THE UNIVERSITY

- The University of Tennessee
Committee Chair
Department of Management Lecturer Search Committee (2016)
Department of Management OB Tenure-Track Search Committee (2020)

Committee Member
BUAD 200 Curriculum Design Committee (2016 - 2017)
Dean's Faculty Advisory Council (2015 – 2018; 2019 - Present)
Department of Communication Oral Communication Curriculum Subcommittee (2018-Present)
Department of Management M3 Steering Committee (2019 – Present)
Department of Management MSMHR Admissions Committee (2018 – 2019)
Department of Management Ph.D. Committee (2018 – Present)
Department of Management Research Committee (2012 - Present)
Department of Management Search Committee (2015 – 2016; 2019 – 2020; 2020-2021)
Department of Management & Entrepreneurship Strategic Advisory Committee (2022 - Present)
Department of Management Strategic Planning Committee (2016)
Department of Management Teaching Evaluation Committee (2017)
Graduate and Executive Education Search Committee (2017)
Honorary Degree Faculty Nominating Committee (2023 – 2025)

Designer and Program Manager
Professional MBA Leadership Development Program (2016 – 2018)

Faculty Sponsor
Hispanic Business Student Association (2023 – Present)
Thrive Student Ministry (2019-2022)

Faculty Panelist

Haslam College of Business New Student Orientation (2014, 2015, 2016)

Case Competition Judge

Organizational Behavior Case Competition (2019, 2020, 2021)

ProMBA Capstone Simulation and Negotiations (2018, 2019, 2020)

External Speaker Coordinator

Dr. Maureen Ambrose, University of Central Florida (2017)

Dr. Andrew Brodsky, University of Texas (2020)

Dr. Barry Gerhart, University of Wisconsin (2017)

Dr. Joyce T. Heames, West Virginia University (2013)

Dr. Giuseppe “Joe” Labianca, University of Kentucky (2014)

Interviewer for Doctoral Student Recruitment

Department of Management (February-March, 2013-2017, 2019, 2021)

Faculty Participant

Haslam Engage! (2017)

Meet the Major (2021)

Faculty Mentor (2016 – Present)

Facilitator, *Haslam Teaching Lunch-and-Learn Series (2021 – Present)*

- West Virginia University

Committee Member

Ph.D. Program Coordinator Faculty Search Committee (Fall, 2011)

Management Representative

College of Business Fall Family Welcome (October, 2011)

Business and Economics Carnivale, Ming Hsieh Hall (Fall, 2010)

Presenter (“Tips and tricks from new faculty”)

College of Business and Economics New Faculty Orientation (August, 2011)

Committee Member

Ph.D. Program Admissions Committee (Spring, 2011, Spring 2012)

MSIR Admissions Committee (Spring, 2011)

Management Department Faculty Search Committee (Spring, 2011, Spring, 2012)

College of Business MBA Curriculum Committee (Fall, 2010- Spring, 2011)

Faculty Advisor

2010 GE/Deloitte Consulting Human Capital Case Competition, Nashville, TN

- Florida State University

Vice President, *Doctoral Business Student Association*

Graduate Student Representative, *Enhancement Review/Graduate Policy Committee*,
Management Department

SERVICE TO THE COMMUNITY

- Product Advisory Board Member, *EasyMetrics* (2023-Present)
- Founding Board Advisor, *Toveah* (2022-2023)
- Volunteer Faculty Member, *Thrive Lonsdale Residency Program* (2019-2021)
- Board Member, *Crossbridge Community Church, Tallahassee, FL* (2008-2009)
- Board Advisor, *Mt. Moriah Charter, LLC, Tallahassee, FL* (2009)
- Member, *Rotary International, Downtown Knoxville Chapter, TN* (2013)
- Member, *Fellowship Church, Knoxville, TN* (2012 – 2018)
- Board Member, *Fellowship Church Children's Advisory Committee* (2014 – 2018)
- Certified Foster Parent, *Knox County DCS, State of Tennessee* (2014 - 2016)

PROFESSIONAL AFFILIATIONS

- Member, *Academy of Management* (2006 – Present)
- Member, *American Psychological Association* (2011-2014)
- Member, *Society for Human Resource Management* (2010 – 2014)
- Member, *Society for Industrial and Organizational Psychology* (2008 – Present)
- Member, *Southern Management Association* (2007 – Present)