JAMES M. VARDAMAN JULY 2026 CURRICULUM VITAE

Fogelman College of Business and Economics
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ACADEMIC POSITIONS

University of Memphis, 2020-
Professor of Management and Free Enterprise Chair of Excellence (with tenure), 2020-
Ph.D. Program Coordinator, 2020-

Mississippi State University, 2009-2020
Associate Professor of Management and Nancy Allen Fellow (with tenure), 2015-2020
Assistant Professor of Management, 2009-2015
Ph.D. Program Coordinator, 2016-2020

EDUCATION

University of Memphis
Ph.D. in Business Administration-Management. 2009

Arkansas State University
Masters of Business Administration

Henderson State University
Bachelors of Business Administration

KEY ARTICLES IN REFEREED JOURNALS (*current or former graduate student)

1. *Hargrove, D., & Vardaman, J.M. (2026). The art of the heal: Socioemotional wealth erosion and restoration in family firms. ***Journal of Family Business Management***. https://doi.org/10.1108/JFBM-04-2026-0125
2. *Zhou, F., Vardaman, J., & *Stockdall, K. (2026). Through thick or thin: A recursive model of workplace slights and social relationships. ***Journal of Business Research***, 207, 116017. https://doi.org/10.1016/j.jbusres.2026.116017.
3. *Dhaenens, A.J., Vardaman, J.M., *Rogers, B.R., & Allen, D.G. (2026). Being active and central: Proximal and distal career benefits of providing mentoring within intraorganizational developmental networks. ***Group and Organization Management***, *51*(3), 1369-1401. https://doi.org/10.1177/10596011251316613.
4. McLarty, B. D., Vardaman, J., Liguori, E., Marler, L. E., & De Massis, A. (2026). Family business research: The next generation. ***Journal of Small Business Management***, *64*(3), 867–886. https://doi.org/10.1080/00472778.2025.2553556
5. Vardaman, J.M., McLarty, B.M., & Carter, M.C. (2025). All is well until it isn't: Socioemotional wealth congruence and employee behavior in family firms. ***Entrepreneurship Theory and Practice***, *49*(2), 435-460. https:// 10.1177/10422587241270638

6. Lanivich, S. E., Adomako, S., Vardaman, J. M., Donbesuur, F., & Tang, J. (2025). Founder regulatory focus: Effects on entrepreneurial orientation and venture performance. ***Strategic Entrepreneurship Journal***, 19(3), 481–507. https://doi.org/10.1002/sej.1535
7. Vardaman, J.M., McLarty, B.M., Memili, E., Kotlar, J., & Liguori, E. (2025). The power of people in family firms. ***Journal of Small Business Management***, 63(5), 2117-2130. https://doi.org/10.1080/00472778.2024.2418863.
8. *Yates, V.A., Vardaman, J.M., McLarty, B.D., Kluemper, D., & Pollock, J. (2025). Bridging the Gap: The role of entrepreneurs' egotism and structural hole occupancy in venture performance**.** ***Journal of Small Business Management***, *63*(3), 1365-1399. https://doi.org/10.1080/00472778.2024.2382212
9. Vardaman, J.M., *Tabor, W.E., *Hargrove, D., & *Zhou, F. (2024). Reducing agency costs through recruitment: Staffing referrals and family business success. ***Journal of Family Business Management***. 14(1), 103-119. https:// doi/10.1108/JFBM-05-2023-0063
10. Vardaman, J.M., Maher, L., Sterling, C., Allen, D., & *Dhaenens, A. (2023). Collective friend group reactions to organizational change: A field theory approach. ***Journal of Organizational Behavior,*** 44(7), 1094-1108. https://doi.org/10.1002/job/job.2706.
11. *Yates, V.A., Vardaman, J.M., & Chrisman, J.J. (2023). Social network research in family businesses: A review and integration. ***Small Business Economics***, 60, 1323-1345. https://doi.org/10.1007/s11187-022-00665-y.
12. Vardaman, J.M. & *Montague-Mfuni, M. (2023). Forced transgenerational succession: Insights from a South African family business. ***Journal of Small Business Management,*** 61(6), 2762-2787. https://doi.org/10.1080/00472778.2021.1937634
13. Vardaman, J.M., & *Tabor, W.E. (2022). Crafting a retention strategy for your family business. ***Harvard Business Review***. *August 16 online*. https://hbr.org/2022/09/crafting-a-retention-strategy-for-your-family-business
14. Vardaman, J.M., Markin, E., Penney, C.R., Marler, L., & McKee, D. (2022). Willing and able? The screening and adoption of habitual family venture opportunities. ***Family Business Review***, 35(2), 126-135. https://doi.org/10.1177/08944865211059467
15. Carr, J.C., Vardaman, J.M. Marler, L.E., McLarty, B.D., & Blettner, D. (2021). Psychological antecedents of decision comprehensiveness and their relationship to decision quality and performance in family firms: An upper echelons perspective. ***Family Business Review,*** 34(1), 33-47. https://doi.org/10.1177/0894486520917774
16. Vardaman, J.M., Amis, J.M, Wright, P., & Dyson, B. (2021). Reframing childhood obesity: The role of community interests in change implementation failure. ***Human Relations,*** 74(2)*,* 258-285. https://doi.org/10.1177/0018726719899464
17. *Tabor, W.E., & Vardaman, J.M. (2020). Succession in family firms: The importance of non-family buy-in. ***Harvard Business Review****, May 16 online*. https://hbr.org/2020/05/the-key-to-successful-succession-planning-for-family-businesses
18. *Tabor, W.E., & Vardaman, J.M. (2020). How family businesses can attract quality non-family employees. ***Harvard Business Review***. *February 4 online*. https://hbr.org/2020/02/how-family-businesses-can-attract-non-family-talent

19. McLarty, B.D., Vardaman, J.M., & Barnett, T.R. (2019). Congruence and exchange: The influence of supervisors on employee performance in family firms. ***Entrepreneurship Theory and Practice***, 43(2), 302-321. https://doi.org/10.1177/1042258718796079

20. Penney, C.R., Vardaman, J.M., Marler, L.E., & *Yates, V. (2019). An image theory of strategic decision-making in family businesses. ***Journal of Family Business Management***, 9(4), 451-467. https://doi.org/10.1108/JFBM-05-2019-0032

21. Vardaman, J.M, Allen, D.G., & *Rogers, B.L. (2018). We are friends but are we family? Organizational identification and nonfamily employee turnover. ***Entrepreneurship Theory and Practice***, 42(2), 290-309. https://doi.org/10.1177/1042258717749235

22. *Tabor, W.E., Chrisman, J.J., Madison, K., & Vardaman, J.M. (2018). Nonfamily members in family firms: A review and future research agenda. ***Family Business Review***, 31(1), 54-79. https://doi.org/10.1177/0894486517734683

23. *Dhaenens, A.J., Marler, L.E., Vardaman, J.M., & Chrisman, J.J. (2018). Mentoring in family businesses: Toward an understanding of commitment outcomes. ***Human Resource Management Review***, 28(1), 46-55. https://doi.org/10.1016/j.hrmr.2017.05.005

24. *Rogers, B.L., Vardaman, J.M., Allen, D.G., Muslin, I.S., & Baskin, M.B. (2017). Turning up by turning over: The change of scenery effect in Major League Baseball. ***Journal of Business and Psychology***, 32(5), 547-560. https://doi.org/10.1007/s10869-016-9468-3

25. Allen, D.G., & Vardaman, J.M. (2017). Recruitment and retention across cultures. ***Annual Review of Organizational Psychology and Organizational Behavior***, 4(1), 153-181. https://doi.org/10.1146/annurev-orgpsych-032516-113100

26. Vardaman, J.M., Allen, D.G., Otondo, R.F., Hancock, J., Shore, L. & *Rogers, B. (2016). Social comparisons and organizational support: Implications for retention and commitment. ***Human Relations***, 69(7), 1493-1505. https://doi.org/10.1177/0018726715619687

27. Vardaman, J.M., Taylor, S.G., Allen, D.G., Gondo, M.B., & Amis, J.M. (2015). Translating intentions to behavior: The interaction of network structure and behavioral intentions in understanding employee turnover. ***Organization Science***, 26(4), 1177-1191. https://doi.org/10.1287/orsc.2015.0982

28. Vardaman, J.M., & Gondo, M.B. (2014). Socioemotional wealth conflict in family firms. ***Entrepreneurship Theory and Practice***, 37(6), 1317-1322. https://doi.org/10.1111/etap.12126

29. Allen, D.G., Hancock, J.., Vardaman, J.M., & *McKee, D.N. (2014). Analytical mindsets in turnover research. ***Journal of Organizational Behavior***, 35(1), 61-86. https://doi.org/10.1002/job.1912

30. Vardaman, J.M., Gondo, M.B., & Allen, D.G. (2014). Ethical climate and pro-social rule breaking in the workplace. ***Human Resource Management Review***, 24(1), 108-118. https://doi.org/10.1016/j.hrmr.2012.05.001

31. Vardaman, J.M, Amis, J.M., Dyson, B., Wright, P., & *VDG Randolph, R. (2012). Interpreting change as controllable: The role of centrality and self-efficacy. ***Human Relations***, 65(7), 835-859. https://doi.org/10.1177/0018726712441642

32. Allen, D.G., Bryant, P., & Vardaman, J.M. (2010). Retaining talent: Replacing myths with evidence-based strategies. ***Academy of Management Perspectives***, 24(2), 48-64. https://doi.org/10.5465/amp.24.2.48. ***2010 AMP Outstanding Article Award; 2011 Outstanding Practitioner Publication Award, Academy of Management OB Division**

33. Allen, D.G., Griffeth, R., Vardaman, J.M., Aquino, K., Gaertner, S., & Lee, M., (2009). Structural validity and generalizability of a referent cognitions model of turnover intentions. ***Applied Psychology***, 58(4), 709-728. https://doi.org/10.1111/j.1464-0597.2008.00374.x

34. Vardaman, J.M., Allen, D.G., Renn, R.R., & Moffitt, K. (2008). Should I stay or should I go: The role of risk in employee turnover decisions. ***Human Relations***, 61(11), 1531-1563. https://doi.org/10.1177/0018726708096637

35. Allen, D.G., Renn, R.R., Moffitt, K., & Vardaman, J.M. (2007). Risky business: The role of risk in voluntary turnover decisions. ***Human Resource Management Review***, 17(3), 305-318. https://doi.org/10.1016/j.hrmr.2007.07.001

ADDITIONAL ARTICLES IN REFEREED JOURNALS

36. Meglio, O., Meier, N., Gjerald, O., & Vardaman, J. M. (2025). Looking Back to Move Forward: Advancing Change Management Research Through Literature Reviews. ***Journal of Change Management***, 1–10. https://doi.org/10.1080/14697017.2025.2576314

37. Lupina-Wegener, A., Gjerald, O., Crevani, L., Kuipers, B., Vardaman, J., & Murphy, J. (2025). Introduction to the 25th Anniversary Curated Collection: Celebrating 25 Years of Journal of Change Management: Reframing Leadership and Organizational Practice (JCM). ***Journal of Change Management***, *25*(2), 77-84. https://doi.org/10.1080/14697017.2025.2468392

38. Brock Baskin, M., Vardaman, J.M., & Leon, M. (2024). Like clockwork: A within-person analysis of time theft in the workplace. ***International Journal of Selection and Assessment***, 32(3), 429-441. https://doi.org/10.1111/ijsa.12471.

39. Vardaman, J.M., *Chew, S.L., *Zhou, F., *Hargrove, D., *Raddatz, P., *Datta, A., & *Tabor, W.E. (2024). Yes we can! A job embeddedness perspective on employee change acceptance. ***Journal of Change Management***. 4(1), 69-82, https://doi.org/10.1080/14697017.2023.2271025

40. *Rogers, B.L., Vardaman, J.M., Dhaenens, A.J., & Berry, P. (2023). Getting better (or worse) over time: Support trajectories and employee turnover. ***Journal of Organizational Psychology*** 23(3), 34-45. https://doi.org/10.33423/jop.v23i3.6444

41. *Rogers, B.L., & Vardaman, J.M., & Berry, P. (2022). Social networks, sensemaking, and activity in change enactment: A theoretical model. ***Change Management: An International Review,*** 22(1): 79-94. https://doi.org/10.18848/2327-798X/CGP/v22i01/79-94

42. Vardaman, J.M., *Rogers, B.L., & Marler, L.M. (2020). Retaining nurses in a changing health care environment: The role of job embeddedness and self-efficacy. ***Health Care Management Review***, 45(1), 52-59. https://doi.org/10.1097/HMR.0000000000000202

43. Gigliotti, R., Vardaman, J.M., Marshall, D., & Gonzalez, K. (2019). The role of perceived organizational support in individual change readiness. ***Journal of Change Management***, 19(2), 86-100. https://doi.org/10.1080/14697017.2018.1459784

44. Vardaman, J.M. (2019). Organizational change in family businesses. ***Journal of Change Management***, 19(1), 23-25. https://doi.org/10.1080/14697017.2017.1419805

45. Baskin, M.B., Vardaman, J.M., & Hancock, J.I. (2015). The role of ethical climate and moral disengagement in well-intended employee rule breaking. ***Journal of Behavioral and Applied Management,*** 16(2), 71-90. https://jbam.scholasticahq.com/article/1159-the-role-of-ethical-climate-and-moral-disengagement-in-well-intended-employee-rule-breaking

46. Vardaman, J.M., Cornell, P.D., Allen, D.G. et al. (2014). Part of the job: The role of work conditions in the turnover process. ***Health Care Management Review***, 39(2), 164-173. https://doi.org/doi:10.1097/HMR.0b013e3182915e2b

47. Holt, D., & Vardaman, J.M. (2013). Toward a comprehensive understanding of readiness for change: The case for an expanding conceptualization. ***Journal of Change Management,*** 13(1): 9-18. https://doi.org/10.1080/14697017.2013.768426

48. Vardaman, J.M., Cornell, P.D., Gondo, M.B., & Amis, J.M. (2012). Beyond communication: The role of standardized protocols in a changing health care environment. ***Health Care Management Review***, 37(1), 88-97. https://doi.org/10.1097/HMR.0b013e31821fa503

49. Amis, J.M., Wright, P., Dyson, B., Vardaman, J.M., & Ferry, H. (2012). Implementing childhood obesity policy in a new educational environment: The cases of Mississippi and Tennessee. ***American Journal of Public Health***, 102(7), 1406-1413. https://doi.org/10.2105/AJPH.2011.300414

50. Bryant, P., Davis, C., Hancock, J., and Vardaman, J.M. (2010). When rule makers become rule breakers: Employee-level outcomes of managerial pro-social rule breaking. ***Employee Responsibilities and Rights Journal***, 22(2), 101-112. https://doi.org/10.1007/s10672-009-9114-6

BOOKS

51. Allen, D.G. & Vardaman J.M. (2021). ***Global talent retention: Understanding employee turnover around the world***. Emerald Publishing Limited: Bingley, UK. ISBN-10: 1839092947

REFEREED BOOK CHAPTERS

52. Vardaman, J., & Zhou, F. (2025). Social networks and organizational change implementation. In Cullen-Lester, K. L., Pryor, G., (Eds.), *The s**ocial capital imperative: Revealing, developing, and leveraging organizational networks**.* Oxford University Press.

53. Marler, L.E., Vardaman, J.M. and Allen, D.G. (2021). Human resource management in family firms: Review, integration, and opportunities for future research, In Buckley, M.R., Wheeler, A.R., Baur, J.E. and Halbesleben, J.R.B. (Eds.) ***Research in personnel and human resources management*** (Vol. 39, pp. 175-201). Emerald Publishing Limited: Bingley. https://doi.org/10.1108/S0742-730120210000039006

54. Hancock, J.I., Vardaman J.M., & Allen, D.G. (2020). Kappa and Alpha and Pi, oh my: Beyond traditional inter-rater reliability using Gwet's AC1 statistic. In Stone-Romero, E., & Rosopa, P. (Eds.), ***Research in human resource management*** (pp. 86-107). Charlotte, NC: Information Age Publishing.

55. Marler, L.E., Barnett, T., & Vardaman, J.M. (2018). Justice in the family firm: An integrative review and future research agenda. In Memili, E., & Debrill, C (Eds**.) *Heterogeneity among family firms***. Palgrave: London.

56. *VDG Randolph, R., Vardaman, J.M., & Fang, H. (2015). Habitual entrepreneurship and the socioemotional wealth of dynastic family enterprise: A synthesis of arguments and directions for future research. In Fayolle, A., Dossena G., Randerson, K., & Bettinelli, C. (Eds**.) *Family entrepreneurship*** (pp. 264-278). Routledge: London.

57. Vardaman, J.M. (2013). Turnover. In Smith, V. (Ed.) ***Sociology of work: An encyclopedia***. Sage: Thousand Oaks.

58. Vardaman, J.M. (2013). Fathers at home. In Smith, V. (Ed.) ***Sociology of work: An encyclopedia***. Sage: Thousand Oaks.

59. Gondo, M.B., Amis, J.M., & Vardaman, J.M. (2009). Case within a case. In A.J. Mills, G. Durepos, & E. Wiebe (Eds.), ***Sage encyclopedia of case study research***. Sage: Thousand Oaks.

60. Vardaman, J.M., Amis, J.M., & Gondo, M.B. (2009). Real time cases. In A.J. Mills, G. Durepos, & E. Wiebe (Eds.), ***Sage encyclopedia of case study research***. Sage: Thousand Oaks.

REFEREED CONFERENCE PRESENTATIONS AND PROCEEDINGS

61. Zhou, F., Vardaman, J. & Zhou, J. (2025, October). Research on the impact of non-state shareholder governance on the investment efficiency of state-owned enterprises. In Tabarhosseini, S. (Chair) Organizational Mobilization, Legitimacy, and Field Partitioning. Presented to the annual meeting of the ***Southern Management Association***, Greenville, SC.

62. Zhou, F., Vardaman, J., Xu, W., Zhou, J., Chen, Y., (2024, October). The role of crisis in the appointment of nonfamily executives in family firms, In Ritchie, W. (Chair) Navigating family firm dynamics: Narratives, leadership, and adaptation. Presented to the annual meeting of the ***Southern Management Association***, San Antonio, TX.

63. Stockdall, K., Zhou, J., Vardaman, J., Zhou, F., Zhang, F., (2024, October). Board faultlines and effectiveness of corporate governance, In Geiger, M (Chair) Executives and Boards. Presented to the annual meeting of the ***Southern Management Association***, San Antonio, TX.

64. Antin-Yates, V., McLarty, B. , & Vardaman, J.M. (2023, October). Iron will: How social context impacts the role of Machiavellianism in the translation of entrepreneurial intentions to actions. In Grady, A. (Chair) Translations and entrepreneurial action. Presented to the annual meeting of the ***Southern Management Association***. St. Pete Beach, FL.

65. McLarty, B.D., Ellen, B.P., & Vardaman, J.M. (2023, August). The impact of family commitment, empowerment, and job satisfaction on employee job performance. In Bracamonte, M. (Chair) Bringing the family into focus: The promise of behavioral research in family business. Presented to the annual meeting of the ***Academy of Management***. Boston, MA.

66. Vardaman, J.M., McLarty, B.D., & Carter, M.Z. (2023, August). Seeing eye to eye? Socioemotional wealth congruence and prosocial behavior in family firms. In De La Cruz, A. (Chair) Family firm and social responsibility. Presented to the annual meeting of the ***Academy of Management***. Boston, MA.

67. Vardaman, J.M., Tabor, W.E., Zhou, F., & Hargrove, D. (2023, June). Family firm recruitment: A relational perspective on performance. Presented to the annual ***Family Enterprise Research Conference***, Delray Beach, FL.

68. Vardaman, J.M., McLarty, B.D., & Carter, M.Z. (2023, June). Socioemotional wealth alignment and prosocial citizenship in family firms. Presented to the annual ***Family Enterprise Research Conference***, Delray Beach, FL.

69. Carter, M.Z., McLarty, B.D, & Vardaman, J.M. (2023, May). Do you see what I see? The performance effects of congruence between entrepreneur-employee socioemotional wealth. In Keegan, E. (Chair) Do you see what I see? Exploring the antecedents and outcomes of congruence of perspectives at work. Presented to the ***European Association of Work and Organizational Psychology*** congress, Katowice, Poland

70. Singh, P., Wu, J., & Vardaman, J.M. (2023, March). Investigating linkages between digital marketing transformation and data breaches: moderating role of socioemotional wealth. In Girard, T., (Chair) Morning session. Presented to the ***Association of Marketing Theory and Practice*** Conference, Hilton Head Island, SC.

71. Singh, P., Vardaman, J., & Wu, J. (2022, November). Examining moderating role of socioemotional wealth on linkages between digital marketing transformation and data breaches. In Banerjee, P. (Chair) Hedging your bets. Presented to the annual ***Society of Marketing Advances*** conference, Charlotte, NC.

72. Zhou, F., Vardaman, J.M., Raddatz, P., Hargrove, D., Chew, S.L, & Datta, A. (2022, October). Yes we can! A job embeddedness perspective on employee change acceptance. In Gray, T. (Chair) New perspectives on organizational behavior. Presented to the annual meeting of the ***Southern Management Association***, Little Rock, AR.

73. Lanivich, S., Adomako, S., Vardaman, J.M., Donbesuur, F., & Tang, J. (2021, November). Boundary conditions of the EO – new venture performance relationship in emerging economies. In Arwine, R. (Chair) I'm coming out, we want the world to know, it's an emerging economy show. Presented to the annual meeting of the ***Southern Management Association***, New Orleans, LA.

74. Hargrove, D., Chew, L., Zhou, F., Montague-Mfuni, M., & Vardaman, J.M. (2021, October). Fact or fiction? The effect of deepfakes on venture funding decisions. Presented to the annual meeting of the ***Midwest Academy of Management***, Davenport, Iowa. ***Best Doctoral Paper**

75. Montague-Mfuni, M., & Vardaman J.M. (2021, August). It is my turn: Involuntary transgenerational succession in a South African family business. Presented to the annual meeting of the ***Academy of Management***, virtual. ***Best Paper Proceedings**

76. Vardaman, J.M. & Rogers, B.L. (2020, October). Getting better (or worse) all the time: POS trajectories and employee turnover intentions. Presented to the annual meeting of the ***Southern Management Association***, virtual.

77. Antin-Yates, V., Vardaman, J.M., McLarty, B., Kluemper, D., & Pollock, J. (2020, October). Getting ahead over getting along: Social perspectives on a narcissistic entrepreneurial advantage. Presented to the annual meeting of the ***Southern Management Association***, virtual.

78. Allen, D.G., & Vardaman, J.M. (2020, August). Global talent retention: Perspectives from around the globe. Presentation to the annual meeting of the ***Academy of Management***, virtual.

79. Dhaenens, A.J., & Vardaman, J.M. (2020, August). Proximal benefits of providing mentoring support in developmental networks. In Porter, C. (Chair) Mentoring and social capital. Presented to the annual meeting of the ***Academy of Management***, virtual.

80. Tabor, W., Vardaman, J.M., & Chrisman, J.C. (2019, October). Family firm recruitment: A theoretical model. In Holt, D. (Chair) Exploring Strategic Issues in the Family Business. Presented to the annual meeting of the ***Southern Management Association***, Norfolk, VA.

81. Vardaman, J., & McLarty, B. (2019, May). Does the family matter for good behavior? The impact of employee perceptions of SEW-importance on employee citizenship. Presented at the annual ***Family Enterprise Research Conference***, Burlington, VT.

82. Kim, T., Marler, L., & Vardaman, J. (2019, May). Inter-organization cooperation of family firms and innovation. Presented at the annual ***Family Enterprise Research Conference***, Burlington, VT.

83. Vardaman, J., Maher, L., & Sterling, C. (2018, August). Perception is reality: Employee task performance during organizational change. In Hanson, B. (Chair) Institutional Engagement. ***Academy of Management***, Chicago, IL. ***Best Paper Proceedings **Best Division Paper Finalist**

84. McLarty, B., Kluemper, D., Marler, L., Rogers, B., Vardaman, J. (2018 August). Personality research in family businesses. ***Academy of Management***, Chicago, IL.

85. Vardaman, J., McLarty, B., Marler, L., & Dhaenens, A. (2018, June). Profiles in motivation: Toward a typology of nonfamily employees in family firms. ***Family Enterprise Research Conference***, Aguascalientes, Mexico.

86. Dhaenens, A.J., & Vardaman, J.M. (2017, October). The career success of mentors in developmental networks. In Anthony, E. (Chair) Support Networks. Presented to the annual meeting of the ***Southern Management Association***, St. Pete Beach, FL.

87. Maher, L.P., Vardaman J.M., & Sterling, C. (2017, October). My past and my friends: The role of change history and social influence in employee interpretation and acceptance of organizational change. In Dulebohn, J. (Chair) This too shall Pass: Organizational Change and Transformation. Presented to the annual meeting of the ***Southern Management Association***, St. Pete Beach, FL.

88. Gigliotti, R., Marshall, D., & Vardaman, J.M. (2017, August). Support us and we'll change: The effects of perceived organizational support on change readiness. In De Ruiter, M. (Chair) Employee Change Readiness, Resistance and Perceived Organizational Support. Presented to the annual meeting of the ***Academy of Management***, Atlanta, GA.

89. Thundiyil, T., Smendzuik-O'Brien, J., & Vardaman, J.M. (2017, August). Emerging scholars and scholar-practitioners in organization development and change. In Amis, J.M. (Chair) Becoming Scholars in ODC. Presented to the annual meeting of the ***Academy of Management***, Atlanta, GA.

90. Barnett, T., McLarty, B., & Vardaman, J.M. (2017, May). An exploratory study of job attitudes and individual-level performance in family firms: A social exchange and relationship-based perspective. Presented at the 15th annual ***Theories of Family Enterprise Conference***, St. Gallen, Switzerland.

91. Vardaman, J.M., Marler, L.E., & Cox, S. (2017, March). Habitual entrepreneurship in business families: A process model. In Kulik, B. (Chair) Entrepreneurship around the World. Presented to the annual meeting of the ***Southwest Academy of Management***, Little Rock, AR.

92. Vardaman, J.M., Marler, L.E., & Sterling, C. (2016, November). Social network analysis in OB/HR family business research: Prospective applications. In Konopaske, R. (Chair) Contemporary Approaches to Mapping Relationships: Case studies, Ethnography, and Social Networks. Presented to the annual meeting of the ***Southern Management Association***, Charlotte, NC.

93. Vardaman, J.M., Marler, L.E., Allen, D.G., & Carr, J. (2016, November). Turnover and retention of nonfamily employees in the family firm. In Stanley, L (Chair) Symposium. Presented to the annual meeting of the ***Southern Management Association***, Charlotte, NC.

94. Richardson, H., Taylor, S.G., & Vardaman, J.M. (2016, August). Organizational citizenship in the context of multiple goal pursuit: Exploring the special case of requests for input. In Hetrick, A.L. (Chair) Not Just a Dependent Variable: New Developments in the Study of Citizenship Behavior. Presented to the annual meeting of the ***Academy of Management***, Anaheim, CA.

95. Vardaman, J.M., & Allen, D.G. (2016, May). Organizational identification and nonfamily employee turnover: A network analysis. Presented at the 14th annual ***Theories of Family Enterprise Conference***, Edmonton, AB, Canada.

96. Gaffney, N., Vardaman, J.M., Hancock, J. & Allen, D.G. (2015, October). Going the distance: Institutional distance and international human resource alignment. In Eassa, J. (Chair) Internationalization and Human Resources. Presented to the annual meeting of the ***Southern Management Association***, St. Pete Beach, FL.

97. Vardaman, J.M. & Holt, D. (2015, August). The social processes of change readiness. In Tuttnauer, S. (Chair), Reactions to Organizational Change and Social Context. Presented to the annual meeting of the ***Academy of Management***, Vancouver, BC.

98. Rogers, B. & Vardaman, J.M. (2014, November). Individual performance and job change: The change of scenery effect. In Campbell, S. (Chair), Changing the Way We Work to Achieve Better Results: Flexibility, Job Change, and High-involvement. Presented to the annual meeting of the ***Southern Management Association***, Savannah, GA.

99. Brock, M., Vardaman, J.M., & Hancock, J. (2014, November). Pro-social rule breaking in the workplace: The role of ethical climate. In Knapp, K. (Chair), Ethics: Ethical Decision Making. Presented to the annual meeting of the ***Southern Management Association***, Savannah, GA.

100. Vardaman, J.M., Allen, D.G., Otondo, R., Hancock, J., & Shore, L. (2014, August). Perceptions of organizational support and social comparisons: Implications for turnover. In Carlson, K. (Chair), Antecedents to Turnover in Organizations. Presented at the annual meeting of the ***Academy of Management***, Philadelphia, PA.

101. Vardaman, J.M., Amis, J.M., Wright, P., & Dyson, B. (2014, August). Processual mechanisms of change readiness. In Viggiani, F. (Chair), Planning and Designing for Organizational Effectiveness. Presented at the annual meeting of the ***Academy of Management***, Philadelphia, PA.

102. Gondo, M.B., Amis, J.M., Janz, B., & Vardaman, J.M. (2013, August). The paradox of fit: How perceptions of fit impede organizational change. In Warrick, D. (Chair), Capacity for Change – Barriers and Drivers of Organizational Development and Change. Presented at the annual meeting of the ***Academy of Management***, Orlando, FL. ***Best Paper Proceedings **Best Division Paper**

103. Vardaman, J.M., & Gondo, M.B. (2013, May). Socioemotional wealth conflict in family firms. Presented at the 14th annual ***Theories of Family Enterprise*** conference, London, UK.

104. Gondo, M.B., Amis, J.M., Janz, B., & Vardaman, J.M., (2013, March). Elaborating Change: The (Re) Production of a Legitimate Practice. In Marin, A. (Chair), OMT Session. Presented at the annual meeting of the ***Western Academy of Management***, Santa Fe, NM. ***Best Overall Paper**

105. Van de Graaff Randolph, R., Penney, C., & Vardaman, J.M. (2013, March). Double agents: A model of family and classical agency relationships navigated by family firm, family members. In De Leon, J. (Chair), CEO Characteristics, Dynamism, and Agency. Presented to the annual meeting of the ***Southwest Academy of Management***, Albuquerque, NM.

106. McKee, D., VDG Randolph, R., Lewis, A., & Vardaman J. (2013, March). You do what?! Perceived ostracism & social stigma of dirty jobs in family firms. In Salimath, M. (Chair), Perspectives on Governance and Incompetencies. Presented to the annual meeting of the ***Southwest Academy of Management***, Albuquerque, NM.

107. Vardaman, J.M., Cornell, P., Allen, D.G., & Gondo, M.B. (2012, November). The place makes the place, too: The role of working conditions in the turnover process. In Odynocki, B. (Chair), Nurses' Perspectives of Trust and Turnover. Presented at the annual meeting of the ***Southern Management Association***, Ft. Lauderdale, FL. ***Best Paper in Track** (HC/HM/PA track).

108. Vardaman, J.M., Amis, J.M., Wright, P., & Dyson, B. (2012, November). Prior change and subsequent change: The role of institutional control. In Pain, G. (Chair), Knowledge Diffusion. Presented at the annual meeting of the ***Southern Management Association***, Ft. Lauderdale, FL.

109. Vardaman, J.M., Allen, S., Taylor, S., & Gondo, M.B. (2012, August). Turnover Intentions and Voluntary Turnover: The Moderating Role of Network Centrality. In Holtom, B. (Chair), Understanding Turnover Mechanisms. Presented at the annual meeting of the ***Academy of Management***, Boston, MA. ***Best Paper Proceedings**

110. Vardaman, J.M., Gondo, M.B., Cavasos, D., & Van de Graaff Randolph, R. (2012, May). Image is everything: Variation in performance hazard risk in franchised and non-franchised family firms. Paper presented at the annual ***Family Enterprise Research Conference***, Montreal, QE, CA.

111. Randolph, R., Vardaman, J.M., & Penney, C. (2012, May). Family firm agency duality: A model of non-economic agency in family firms. Paper presented at the annual ***Family Enterprise Research Conference***, Montreal, QE, CA.

112. Vardaman, J.M., Amis, J.M., & *VDG Randolph, R. (2011, November). The Role of Centrality and Self-Efficacy in Interpreting Change as Controllable: A Study of Teachers and No Child Left Behind. In Sanders, T. (Chair), Social Issues in Health and Education. Presented at the annual meeting of the ***Southern Management Association***, Savannah, GA. ***Best Paper in Track** (HC/HM/PA track).

113. Vardaman, J.M., Amis, J.M., Wright, P., Dyson, B., & Gondo, M.B. (2011, August). Re-structuring the institutional architecture: Institutional control and the change process. In Lee, C (Chair), Responses to State Pressure. Presented at the annual meeting of the ***Academy of Management***, San Antonio, TX.

114. Allen, D.G., Hancock, J., Vardaman, J.M., & McKee, D. (2011, August). Fifty years of turnover research: Theoretical implications of turnover research methods. In Mitchell, M. & Vogel, R. (Chairs), Theoretical, Methodological and Empirical Developments on Turnover and Turnover Intentions. Presented at the annual meeting of the ***Academy of Management***, San Antonio, TX.

115. Vardaman, J.M., & Gondo, M.B. (2010, October). Unlocking the black box: An institutional model of strategic HR. In Bundy, J.N. (Chair), The Role of Executives and HR Managers in Organizational Functioning. Presented at the annual meeting of the ***Southern Management Association***, St. Pete Beach, FL.

116. McKee, D., & Vardaman, J.M. (2010, October). Institutional isomorphism and the 4-C's of the family firm. In Rutherford, M (Chair), Theorizing and the family firm. Presented at the annual meeting of the ***Southern Management Association***, St. Pete Beach, FL

117. Vardaman, J.M., & Amis, J.M. (2010, August). Social interaction and issue interpretation during change: An empirical test of sensemaking theory. In Wallis, N.C. (Chair), Social Interaction and Sensemaking. Presented at the annual meeting of the ***Academy of Management***, Montreal, QC.

118. Vardaman, J.M., Amis, J.M., & Gondo, M.B. (2010, July). Institutional change without theorization: The microfoundations of transformation. In Lok, J. (Chair), Microfoundations of Institutional Change. Paper presented at the annual meeting of the ***European Group for Organization Studies***, Lisbon, Portugal.

119. Vardaman, J.M., & Amis, J.M. (2010, June) Understanding the discontinuity between field-level diffusion and local implementation: Workers, work, and sensemaking. In Lawrence, T. (Chair), Power and Agency. Paper presented at the ***2nd conference on Institutions and Work***, Vancouver, BC, Canada.

120. Vardaman, J.M. (2010, May). Commentary on habitual entrepreneurship and the family business: An overview. Presented at the 8th annual ***Theories of Family Enterprise*** conference, Edmonton, AB, Canada.

121. Vardaman, J.M., Hancock, J., Allen, D.G., & Shore, L. (2010, April). Group-level POS and the relationship between individual-level POS and outcomes. In Gonzales, M.G., & Eisenberger, R. (Chairs), Multi-level Perspectives on Perceived Organizational Support. Presented at the annual meeting of the ***Society for Industrial/Organizational Psychology***, Atlanta, GA.

122. Vardaman, J.M., & Amis, J.M. (2009, November). Realizing public policy: Sensemaking, institutional logics, and local enactment. In Mathews, M. (Chair), Effectuation and Effectiveness of Public Health Programs. Presented at the annual meeting of the ***Southern Management Association***, Asheville, NC. ***Best Doctoral Paper in Track** (HC/HM/PA track)

123. Dyson, B., Wright, P., Amis, J.M., Ferry, H., & Vardaman, J.M. (2009, April). Examining the implementation of new physical education policy initiatives in Mississippi and Tennessee schools. In Special Interest Group: Research on Learning and Instruction in Physical Education. Presented at the annual meeting of the ***American Education Research Association***, San Diego, CA.

124. Vardaman, J.M., Amis, J.M., & Gondo, M.B. (2008, October). Realizing institutional logics: Power, values and interests in the implementation of policy. In Zhu, M. (Chair), Organizational Theory. Paper presented at the annual meeting of the ***Institute for Operations Research and Management Science***, Washington, D.C.

125. Vardaman, J.M., Amis, J.M., Gondo, M.B., Wright, P., Dyson, B., & Ferry, H. (2008, August). Translating institutional logics: A sensemaking perspective on policy implementation. In V. Acha (Chair), Thinking about Change: Cognitive Approaches to Adaptation. Presented at the annual meeting of the ***Academy of Management***, Anaheim, CA.

126. Vardaman, J.M., & Amis, J.M. (2007, November). Making sense of radical change: Toward an activity-based view. In K.Kennedy (Chair), Understanding Organizational Change. Presented at the annual meeting of the ***Southern Management Association***, Nashville, TN.

127. Muslin, I., Bryant, P., Huning, T., Ma, R., Vardaman, J.M., Holt, K., & Davis, P. (2007, October). An unfolding model of new venture creation. In P. Davis (Chair), Recognition of Entrepreneurial Opportunities. Presented at the annual meeting of the ***Midwest Academy of Management***, Kansas City, MO.

128. Allen, D.G., Renn, R., Vardaman, J.M., & Moffitt, K. (2007, August). Risky Business: The role of risk in voluntary turnover decisions. In B. Holtom (Chair), New Directions in Voluntary Turnover Research: Moving Beyond the "One-Model-Fits-All" Paradigm. Presented at the annual meeting of the ***Academy of Management***, Philadelphia, PA.

129. Vardaman, J.M. & Amis, J.M. (2007, August). Escaping the iron cage: Institutional work, field theory, and organizational change. In M. Moore (Chair), Organizational Change I. Presented at the annual meeting of the ***Academy of Management***, Philadelphia, PA.

130. Wright, P., Dyson, B., Amis, J.M., Vardaman, J.M., & Ferry, H. (2007, May). Using qualitative research to inform the policy making process. In R. Fricke (Chair), Qualitative Evaluations and Social Policy. Paper presented at the ***Third International Congress of Qualitative Inquiry***, Champaign, IL.

131. Vardaman, J.M. (2006, November). Transforming the organizational field: The amalgamated model of organizational change. In M.J. Jackson (Chair), Change in a Dynamic Environment. Presented at the annual meeting of the ***Southern Management Association***, Clearwater Beach, FL.

HONORS AND AWARDS

- Fellow, *Southern Management Association*, 2025
- Top 10 World Small Business Scholar, *International Council for Small Business*, 2024
- Best Paper, *Midwest Academy of Management*, 2021
- Outstanding Reviewer, *Journal of Organizational Behavior*, 2021
- Organization Development and Change Research Award, *Academy of Management*, 2016
- Outstanding College of Business Researcher, *Mississippi State University*, 2015
- Best Division Paper, *Academy of Management (ODC Division)*, 2013
- Best Overall Paper, *Western Academy of Management*, 2013
- Best Paper in Track, *Southern Management Association*, 2012
- Best Paper in Track, *Southern Management Association*, 2011
- Best Paper, *Academy of Management* (OB Division), 2011
- Best Paper, *Academy of Management Perspectives*, 2010
- Best Doctoral Paper in Track, *Southern Management Association*, 2009
- Outstanding Reviewer, *Southern Management Association*, 2009; 2011; 2012, 2020
- Most outstanding MBA Graduate, Arkansas State University, 2004

TEACHING EFFECTIVENESS

Responsibilities

- Teach or have taught PhD courses in Research Methods, Organizational Behavior, and Organization Theory
- Teach or have taught MBA courses in Leadership and Human Resource Management
- Teach or have taught undergraduate courses in Organizational Behavior and Organization Theory

Innovations

- Designed and created online courses for Graduate Leadership and Human Resource Management
- Designed a final project and rubric for the Leadership course that assesses two AACSB learning objectives
- Instituted case-method components in MBA classes

Student Evaluations*
**Effectiveness Scale: 5 = Excellent, 4 = Above Average, 3 = Average, 2 = Below Average, 1 = Poor*

MGMT 8910 Seminar in Research Methods
- Average effectiveness: 5.0

MGT 9610 – Seminar in Organizational Behavior
- Average effectiveness: 5.0

MGT 9613 – Seminar in Organization Theory
- Average effectiveness: 5.0

MGT 8111 – Human Resource Issues
- Average effectiveness (on campus): 4.50
- Average effectiveness (online): 4.68

MGT 8113 – Leadership Skills
- Average effectiveness (on campus): 4.55
- Average effectiveness (online): 4.57

MGT 4153 – Management Seminar
- Average effectiveness (on campus): 4.60

MGT 3813 – Organizational Behavior
- Average effectiveness (on campus): 4.35

SERVICE ACTIVITIES

Professional Associations

- Executive Board Member, Southern Management Association, 2024-
- Executive Board Member, ODC Division of the Academy of Management, 2023-
- Board Member, Southern Management Association, 2014-2018
- Board Member, ODC Division of Academy of Management, 2018-2021
- Coordinator, Mid-South Management Research Consortium, 2016, 2018
- Member, Academy of Management, 2006-
- Member, Southern Management Association, 2006-

Associate Editor

- Senior Editor, Journal of Small Business Management, 2024-
- Group and Organization Management, 2019-2024
- Journal of Applied Behavioral Science, 2020-

Editorial Review Boards

- Entrepreneurship Theory and Practice, 2020-
- Journal of Organizational Behavior, 2019-
- Journal of Applied Behavioral Science, 2019-
- Journal of Management, 2016-
- Human Resource Management Review, 2011-
- Journal of Change Management, 2013-
- Health Care Management Review, 2014-2017

Ad-Hoc Reviewing

- Academy of Management Review, 2017-
- Journal of Management Studies, 2016-
- Organization Studies, 2014-
- Organization Science, 2014-
- International Journal of Human Resource Management, 2012-
- Human Resource Management, 2010-
- Journal of Occupational and Organizational Psychology, 2010-
- Human Relations, 2009-

Conference Reviewing

- Academy of Management, 2007-
- Southern Management Association, 2007-

Conference Leadership

- Program Chair, Southern Management Association, 2026
- Professional Development Institute Chair, Southern Management Association, 2025
- Track Chair, Southern Management Association, 2013
- Best Paper Committee, Southern Management Association, 2011, 2012, 2017, 2021, 2022
- Best Paper Committee, Academy of Management, 2017
- Presenter, Pre-doctoral Consortium, Southern Management Association, 2021, 2022
- Presenter, HR Doctoral Consortium, Academy of Management, 2014-2016
- Presenter, ODC Doctoral Consortium, Academy of Management, 2014, 2016, 2017
- Presenter, New Doctoral Consortium, Southern Management Association, 2012, 2013, 2015

Doctoral Student Advising

Research Supervisor

- Darel Hargrove (Management, completed May 2025). The impact of counseling assistance on entrepreneurial venture performance. *Committee Chair and Research Supervisor*.
- Feigu Zhou (Management, completed May 2025). A signaling theory approach to employee reactions to organizational change. *Committee Chair and Research Supervisor*.
- Victoria Antin-Yates (Management; completed May 2022), Getting ahead and getting along in entrepreneurial networks: network effects of the "dark" and "light" sides of personality in new venture performance. *Research Supervisor*
- Will Tabor (Management; completed December 2019), A relational view of family firm recruitment. *Committee Chair and Research Supervisor*
- Andrew Dhaenens (Management; completed December 2018), A longitudinal assessment of the career success of mentors in developmental networks. *Committee Chair and Research Supervisor*
- Bryan Rogers (Management; completed May 2017), A social network approach to nonfamily employee identification and turnover intentions in family firms. *Research Supervisor*

Committee Member

- Paul Raddatz (Management, expected completion December 2026). The erosion of future work selves: Understanding how compulsive information-seeking about job threats mediates job insecurity's impact on proactive career behavior. *Committee Member*.
- Kyle Stockdall (Management, completed May 2026). Sound body, sound mind, sound business: An exploration of entrepreneurs physical activity, alertness, and well-being. *Committee Member*.
- Anamika Datta (Management, completed May 2026). Going back to the roots: Do CEOs from fractionalized societies manage heterogeneous TMTs better? *Committee Member*.
- Nawaf Alharbi (Management, completed August 204). The impact of economic and social factors on new venture creation in Saudi Arabia. *Committee Member*.
- Priyanka Singh (Marketing, completed August 2023). Examining the impact of digital marketing transformation on firm's strategic outcomes—a multi-method approach. *Committee Member*
- Svetlana Tokareva (Marketing, completed August 2023). Three essays in brand management: A multimethod approach. *Committee Member*.
- Dustin Odom (Management, completed May 2023), The ties that bind: Social capital and family firm innovation. *Committee Member*.
- Leon Vaks (Business Administration, completed January 2023), Small business-related government policies: The effect on the economic health and prosperity of national economies. *Committee Member*.
- Michelle Montague-Mfuni (Management; completed May 2022), Exploring the influence of host country ethnic fractionalization in multinational enterprises' African expansion. *Committee Member*
- Frances Preston (Management; completed May 2021), Antecedents: Diminished Perceptions of PO Fit, PG Fit, PS Fit, PJ Fit. *Committee Member*
- Tae Kim (Management; completed May 2021). The impact of family-friendly workplace practices on turnover intentions of non-family employees in family firms: A conservation of resources approach. *Committee Member.*
- Martin Ndicu (MIS; completed August 2017), The role of cognitive and affective change readiness in the adoption of information systems. *Committee Member*
- Michael Grimes (Recreation; completed May 2011), Student worker satisfaction and retention in campus recreation facilities. *Committee Member*