



THE UNIVERSITY *of*
MISSISSIPPI

Mid-South Management Research Consortium (MMRC)

February 24th – February 25th, 2017

**Department of Management
School of Business Administration**

MMRC Coordinators:

Dr. Walter Davis
wdavis@bus.olemiss.edu
Cell: 662-801-8792

Dr. Paul Johnson
pdjohnso@olemiss.edu
Cell: 405-830-6930

Tentative Meeting Agenda

Friday, February 24th, 2017

- After 3pm** Hotel Check-In at the Inn at Ole Miss
- 5:00pm** Optional Tour of [Rowan Oak](#) - Gather in the lobby at the Inn at Ole Miss for the double decker bus ride to the home of William Faulkner
- 6pm** Group dinner at Bouré provided by The University of Mississippi, School of Business Administration. Keynote address: “*Purpose*” by Dr. Micki Kacmar (Texas State University). See the end of the program for a map to Bouré.

Saturday, February 25th, 2017

If you're staying at the Inn at Ole Miss, free breakfast is available starting at 6:30am

Lamar Hall, 3rd floor

Lamar Hall is across the street from the Inn at Ole Miss. Follow the signs.

- 7:30am** Registration opens
Light breakfast available
- 9:00am** MMRC welcome - Walter Davis and Chuck Pierce
- 9:30am** Roundtable sessions
1. How Sequence Analysis Can Help Management Research
Wally Ferrier (University of Kentucky)
 2. Regulatory Focus
Paul Johnson (University of Mississippi)
 3. Employee Turnover and Emotional Labor
Alex Rubenstein (University of Memphis)
 4. Entrepreneurial Orientation
Vishal Gupta (University of Mississippi)
 5. Ethics
Micki Kacmar (Texas State University)
 6. Being a productive academic
Frances Fabian (University of Memphis)
 7. Strategy and Entrepreneurship Idea Incubator
Paul Drnevich (University of Alabama)
 8. Corporate Governance
Michelle Zorn (Auburn University)
 9. Research methods (regression, polynomial regression, etc)
Lisa Schurer-Lambert (Georgia State University)
 10. Teams
Anthony Hood (University of Alabama at Birmingham)

- 10:30am** Roundtable sessions
1. Navigating the Job Market
John Harris (Florida State University)
 2. Qualitative Research
Maria Gondo (University of Mississippi)
 3. Employee Turnover and Emotional Labor
Alex Rubenstein (University of Memphis)
 4. Behavioral Strategy
Rich Gentry (University of Mississippi)
 5. Authentic Leadership
Bill Gardner (Texas Tech University)
 6. Personality Test Faking
Mark Bing (University of Mississippi)
 7. Strategy and Entrepreneurship Incubator
Paul Drnevich (University of Alabama)
 8. OB/HR in the family firm
Laura Marler (Mississippi State University)
 9. Employment relationships from PE fit perspective
Lisa Schurer-Lambert (Georgia State University)
 10. Transactive memory systems
Anthony Hood (University of Alabama at Birmingham)

12:00pm Lunch provided Ole Miss Department of Management

1:30 pm Research Presentations

Lamar Hall – Room 326

1:30 pm - 2:00 pm

Title: **#winning: Integrating Competition with Leadership Theory**

Authors: *R. Gabrielle Swab, University of Mississippi
DJ Steffensen, Florida State University
Paul Johnson, University of Mississippi*

2:00 pm - 2:15 pm – Quick Hit

Title: **How Status Impacts Competitive Behavior: Study on Food Trucks in the Bluegrass**

Authors: *Tejaswi Channagiri Ajit, University of Kentucky
Walter Ferrier, University of Kentucky*

2:15 pm - 2:45 pm

**Title: Self-Accountability and Academic Success:
Mediating Role of Dedicated Engagement.**

Authors: *Tobi Popoola*, University of Mississippi,
Milorad Novicevic, University of Mississippi,
Tony Ammeter, University of Mississippi,
Bart Garner, University of Mississippi,
Stuart Schafer, University of Mississippi

2:45 pm - 3:00 pm– Quick Hit

**Title: Changing Lingo: A Linguistic Analysis of Token
Leaders' Impression Management**

Author: *Courtney Hart*, University of Kentucky

3:00 pm - 3:30 pm

**Title: Now you See it, Now you Don't: An Eye-tracking
Examination of Hiring Biases and Body Art**

Authors: *David Jorgensen*, University of Memphis
Alex Rubenstein, University of Memphis
Bernd Kupka, Utah Valley University
Jonathan Westover, Utah Valley University
Paul Dishman, Utah Valley University

Lamar Hall – Room 327

1:30 pm - 2:00 pm

**Title: Close your network to open up career success:
Executives' network change and their promotability during a
merger**

Authors: *Wookje Sung*, University of Kentucky
Giuseppe Labianca, University of Kentucky
Jesse Fagan, University of Kentucky

2:00 pm - 2:15 pm– Quick Hit

**Title: Can't get there from here: Examining the recursive
interaction between strategy creation and organizational
identification**

Authors: *Bob Gigliotti*, University of Mississippi
Maria B. Gondo, University of Mississippi

2:15 pm -2:45 pm

Title: **Oops, They Did it Again: An Examination of Successor Origin on Reoccurring Corporate Wrongdoing**

Authors: *Shakenya Johnson, Auburn University*

2:45 pm - 3:00 pm– Quick Hit

Title: **Entrepreneurial Orientation: An Incisive Reflection and Evaluation of its Critiques**

Authors: *Erik Markin, University of Mississippi*
Vishal Gupta, University of Mississippi
Lou Marino, University of Alabama

3:00 pm - 3:30 pm

Title: **Why Take The Risk?: Firm Choices in Network Forms of Organization**

Authors: *Meredith Woehler, University of Kentucky*
Ajay Mehra, University of Kentucky
Wyatt Taylor, University of Kentucky
Federica Giordani, KPMG

3:30 pm – 4:00pm

Title: **The Contingent Benefits of Non-Redundant Framing during an Organizational Merger**

Authors: *Jesse M. Fagan, University of Kentucky*
Giuseppe Labianca, University of Kentucky
Ramakanth Kavaluru, University of Kentucky
Sifei Han, University of Kentucky

- 4:00pm Closing Keynote Address “*Knowing Your Neighbors: Implications for Networking, Theory, and Research*” by Dr. Bill Gardner - Lamar Hall – Room 326
- 5:00pm Closing remarks from Chuck Pierce
- 6:00pm Departure for socializing and dinner off campus

2017 MMRC Participants



Manjot Bhussar (msb0021@auburn.edu) is a third year Ph.D candidate at Auburn University. My research interests include Mergers and Acquisitions, Downsizing and Innovation Strategy.

Nick Braun (nzb0035@auburn.edu) is an active duty U.S. Air Force officer who formerly taught at the U.S. Air Force Academy. I am currently a first year PhD student at Auburn University studying Management. Upon graduation, I will return to be a permanent faculty member at the Air Force Academy.

Matt Hersel (Mch0005@auburn.edu) Fourth year doctoral student. Research interests include entrepreneurship, early-stage financing, and investor management.

Shakenya Johnson (ssj0012@auburn.edu) is a second year doctoral student in the Department of Management at Auburn University. Her research interests include business strategy, corporate governance, and top management team (TMT) leadership.

Ian Mercer (ism0002@auburn.edu) A first year doctoral student in the Department of Management at Raymond J. Harbert College of Business at Auburn University. His research interests include ethical behavior, regulation, corporate governance and CEO succession. Previous experience as a Barrister of England and Wales for over 10 years.

Ying Schwarte (yzs0056@auburn.edu) grew up in China, completed my undergraduate studies in English. I received my MBA from University of Phoenix in 2013. I spent many years working in health care and Alaska Native tribal government in SE Alaska. Now I am a first year doctoral student at Auburn University. I am interested in strategic management, my research interest includes strategic leadership, corporate governance, CEO succession, CEO compensation, etc.

Missy Yao (qzy0009@tigermail.auburn.edu) is a first-year doctoral student whose current research interest is strategy.

Michelle L. Zorn (mlz0004@auburn.edu) is in her third year as assistant professor of Strategic Management at Auburn University. She has published work on corporate governance, organizational restructuring, and family businesses and her research interests include corporate governance, acquisitions, downsizing, competitive dynamics, family businesses, and data analysis. Prior to joining Auburn, she received her PhD in Strategic Management from Florida State University, her MBA from the University of Southern Mississippi, and her BA in Finance from Virginia Tech.



Anthony Hood (anthonyhood@uab.edu) is an Assistant Professor in the UAB Collat School of Business. Leveraging social and behavioral science, Dr. Hood's research explores transactive memory, conflict, and friendship in teams. His research has been published in outlets such as the Journal of Organizational Behavior, Journal of Business and Psychology, and Production and Operations Management.



John Harris (jnh12@my.fsu.edu) is a doctoral candidate in his fifth and final year at Florida State University and will be joining the faculty at Georgia Southern University in the Fall of 2017. His research interests include leadership, organizational politics, political skill, and relationships at work.

Samantha Jordan (slj16@my.fsu.edu) is a first year doctoral student in the Department of Management, College of Business, at Florida State University. Her interests include discrimination and stereotyping, diversity, abusive-supervision, and counter-productive work behaviors. She received her Bachelors from the University of Florida in 2015.

Liam Maher (lmaher@fsu.edu) is a PhD candidate in management at Florida State University. He holds an MBA from Seattle University, and a BS degree in business administration from Western Washington University. He has research interests in the areas of reputation in organizations and political will and political skill in organizations.

Joshua Palmer (jcp12@my.fsu.edu) is a first-year doctoral student in Organizational Behavior and Human Resources in the Department of Management, College of Business at Florida State University. His research interests include dark personality (e.g., narcissism, Machiavellianism, and psychopathy) in the workplace, counterproductive work behaviors, and social influence.

DJ Steffensen (dsteffensenjr@gmail.com) is a third year doctoral student at Florida State University. My research interests include leadership, social influence, and work relationships.



Lisa Schurer Lambert (lisalambert@gsu.edu) is an Associate Professor of Organizational Behavior in the Robinson College of Business at Georgia State University in Atlanta. Dr. Lambert's research interests include the employment relationship, leadership, psychological contracts, person-environment fit theory, and research methods. She is an Associate Editor for Organizational Research Methods and is serving on the Editorial Boards for the Journal of Applied Psychology, the Academy of Management Journal, Organizational Behavior and Human Decision Processes and the Journal of Business and Psychology. She has also served as Division Chair for the Research Methods Division of the Academy of Management, and as a Representative to the Board of the Southern Management Association.



Jerry "Bryan" Fuller (bfuller@latech.edu) holds the Humana/McCallister Endowed Super Professorship of Management and Marketing at Louisiana Tech University. His work has appeared in journals such as Journal of Applied Psychology, Journal of Management, Journal of Organizational Behavior, Human Relations, Journal of Vocational Behavior, Journal of Applied Social Psychology, Journal of Labor Research, and Journal of Managerial Issues as well as in books such as Understanding the High Performance Workplace: The Line between Motivation and Abuse and Strategic Management: Concepts and Cases. His research interests include leadership, organizational identification, proactive personality and behavior, union participation, "dark riders" in high performance work systems, and the use of touch at work to develop and maintain positive workplace relationships.

Kirk Ring (kring@latech.edu) holds the Bank of Ruston Endowed Professorship and is a member of the department of management at Louisiana Tech University. His research and teaching interests are in the areas of entrepreneurship, family business, and business strategy. A native of Mississippi, Dr. Ring earned his PhD from Mississippi State University and previously was a tenured faculty member at Wichita State University in Kansas.

Brian Waterwall (bpwo10@latech.edu) is a fourth year doctoral candidate in management at Louisiana Tech University. His research primarily focuses on motivation and decision making in the workplace with other research in the areas of cognition, entrepreneurial and family firms, proactivity, and TMT decision making. His dissertation is on the effect of regulatory focus as a motivational mechanism through which subordinate proactive personality influences proactivity in the workplace.



Erik Taylor (erikctaylor@gmail.com) is a fourth year doctoral student in organizational behavior/human resource management in the Ourso College of Business at LSU. His primary research interests include teams and team emergent phenomena, organizational climate, strategic human resources, and research methods. His dissertation investigates the role of behavioral contagion and proactivity in teams, and the impact of proactive behaviors on team processes and outcomes. His research has appeared in the *Journal of Management*, *Journal of Business & Psychology*, *AOM Proceedings*, and other outlets.



Andrew Dhaenens (ajd341@msstate.edu) is a four-year Ph.D. candidate in the Department of Management & Information Systems at Mississippi State University. His primary area of research is mentoring with supporting interests in career success, family business, and social networks. His work can be found in the *Journal of Managerial Issues* and *Human Resource Management Review*.

Laura Marler (lmarler@business.msstate.edu) is an Associate Professor of Management at Mississippi State University. Her main research interest lies in the prediction of proactive behavior in the workplace, in particular voice behavior and taking charge. More recently, she has begun to explore proactivity in a family firm setting. Dr. Marler's research has been published in journals such as the *Journal of Organizational Behavior*, *Entrepreneurship Theory and Practice*, *Human Relations*, and others. She received her doctorate from Louisiana Tech University in 2008 and serves on the Editorial Review Boards of *Entrepreneurship Theory and Practice* and the *Journal of Managerial Issues*.

Ben McLarty (ben.mclarty@msstate.edu) joined the MSU College of Business in the summer of 2016. He completed a Ph.D. in Management from Louisiana State University in 2015 and worked at West Texas A&M University before joining Mississippi State University. Dr. McLarty has published journal articles appearing the *Journal of Applied Psychology* and the *Journal of Business & Psychology* among others. His research interests include: Job Performance, Counterproductive Work Behaviors, Organizational Citizenship Behaviors, Personality, Family Business and Selection.

Dustin Odom (dodom@business.msstate.edu) is a second-year Ph.D. student in the Department of Management and Information Systems, College of Business at Mississippi State

University. His research interests are entrepreneurial process, entrepreneurial opportunity, and entrepreneurial behavior in family firms and small businesses.

Jay Orr (jdo143@msstate.edu) Jay Orr (jdo143@msstate.edu) is a third-year Ph.D. student in the Department of Management, Mississippi State University. His research interests include entrepreneurship, economic development, and organizational conflict within family firms.

James Vardaman (jvardaman@business.msstate.edu) is an Associate Professor of Management and Nancy Allen Fellow at Mississippi State University. His research focuses on the role of social networks, social influence and social comparisons in employee retention and responses to organizational change. His research has been published in *Organization Science*, *Journal of Organizational Behavior*, *Entrepreneurship Theory and Practice*, *Human Relations*, *Academy of Management Perspectives*, *Human Resource Management Review*, and other outlets. He serves on the Southern Management Association's Board of Governors and is on the Editorial Board of *Journal of Management*. He received his PhD from the Fogelman College of Business at the University of Memphis.



Aric Wilhau (aric.wilhau@siu.edu) began the PhD program in Management/Organizational Behavior at Southern Illinois University-Carbondale in the fall of 2016. Prior to acceptance, he completed a B.S. degree in Finance with a secondary major in Management from Iowa State University. He continued his education with M.B.A. courses at Drake University and later, transferred and completed his M.B.A at Western Illinois University - Quad Cities. Aric's past work experience includes full time positions at Principal Financial, Mercer, and Aegon Transamerica. At Principal, he worked in asset management - separately managed accounts. While at Mercer, he worked with the EasyEnroll co-sourced human resources platform assisting client firms. While at Aegon Realty Advisors and later Transamerica, he worked in tax credit asset management and operational risk management, respectively. Current research projects are in the areas of social loafing, the Dark Triad, work engagement, and Leader Member Exchange.



Mike Withers (mwithers@mays.tamu.edu) is an assistant professor of management in the Mays Business School at Texas A&M University. He received his Ph.D. in strategic management from the W. P. Carey School of Business at Arizona State University. His research interests include corporate governance, director selection and mobility, and the management of resource dependencies through the board of directors. His research has been published in several journals, including the *Academy of Management Journal*, *Strategic Management Journal*, *Organization Science*, *Journal of Management*, and *Academy of Management Perspectives*.



K. Michele (Micki) Kacmar (mkacmar@txstate.edu) is a professor and the Fields Chair of Ethics and Corporate Responsibility in the Department of Management at Texas State University. She received her Ph.D. from Texas A&M University. Her general research interests fall in the areas of ethics, impression management, organizational politics, and work family conflict. She has published over 100 articles in journals such as *Academy of Management Journal*, *Journal of Applied Psychology*, and *Personnel Psychology*. Dr. Kacmar served as Editor of the *Journal of Management* from 2000-2002, and as an Associate Editor of the *Academy of Management Journal* from 2007-2010.



Bill Gardner (william.gardner@ttu.edu) is the Jerry S. Rawls Chair in Leadership and Director of the Institute for Leadership Research in the Rawls College of Business at Texas Tech University. Additionally, he serves as the Editor-in-Chief for *Group & Organization Management* and an Associate Editor for *The Leadership Quarterly*. Dr. Gardner received both his Doctorate of Business Administration (DBA) from The Florida State University. His research focuses on authentic and charismatic leadership, business ethics and social influence processes within organizations. Dr. Gardner's work has been published in numerous scholarly outlets, including the *Academy of Management Review*, *Academy of Management Journal*, *Group & Organization Management*, *The Leadership Quarterly*, *Journal of Management*, *Journal of Management Studies*, *Journal of Leadership & Organizational Studies*, and the *Journal of Organizational Behavior*.

Extremely active in the Southern Management Association, Dr. Gardner served as the President from 2006-2007. In 2011, he received the Distinguished Doctoral Alumni Award from the College of Business at Florida State University. The Rawls College of Business recognized his research contributions in 2013 with the Outstanding Researcher Award and in 2014 with the Distinguished Faculty Research Award. In 2015, Texas Tech recognized him as an "Integrated Scholar", and in 2016 he received the President's Academic Achievement Award.



Paul Drnevich (dren@ua.edu) (Ph. D., Purdue University) is an Associate Professor of Entrepreneurship and Strategy (with tenure) at the University of Alabama (Tuscaloosa). Previously he held appointments as visiting Associate Professor at the University of Illinois (Urbana-Champaign) while on sabbatical for 2013-2014, and as Assistant professor of Strategic Management at the University of Alabama (2006-2012). His research interests include: 1) examining how organizational capabilities contribute to value creation and appropriation, the effects of environmental uncertainty on their contribution, and the role of information technology in enhancing these contributions, particularly to innovation and performance in entrepreneurial ventures and small businesses; 2) The design and application of virtual environments using intelligent agent-based simulation to study these contributions under conditions of high environmental dynamism; and 3) The application of this research to solve problems in management education, business practice, and public policy. He has authored research for Financial Times Top 45 Journals Strategic Management Journal, MIS Quarterly, and Journal of Management Studies as well as Academy of Management Learning & Education, Decision Sciences, and Journal of Small Business Management, and has presented over 50 papers at international conferences including the Academy of Management, Babson Conference on Entrepreneurship Research, and Strategic Management Society. He is a member of the Academy of Management and Strategic Management Society, serves on the Business Policy & Strategy division's executive committee, and holds editorial board appointments with SMJ, JSBM, and AMLE where he also serves as co-editor for the special topics issue on Ethics in Management Research.

Kris Irwin (kirwin1@crimson.ua.edu) is currently pursuing her PhD in Management at the University of Alabama. Her research interests include strategic human capital, strategic change, managing change/building culture, merger and acquisitions, and TMT/executive decision making.

Karen Landay (kmlanday@crimson.ua.edu) is currently a first year doctoral student and Graduate Council Fellow at the University of Alabama. She earned her MBA at the University of Wisconsin Oshkosh (UWO). At UWO, Karen's master's thesis won the Distinguished Master's Thesis award, and she was inducted into Beta Gamma Sigma and received the 2016 Graduate Studies Honors Award. Karen earned her Bachelor's of Music in violin performance from the Chicago College of Performing Arts at Roosevelt University. She has presented her research at Southern Management Association, where her co-authored paper with Ivana Milosevic, Mary Uhl-Bien, and A. Erin Bass won the 2015 Best Paper in Track award in Entrepreneurship & Innovation, and the Midwest Academy of Management. Karen's research interests include psychopathy, music, and recruitment and selection.



Tejaswi Channagiri Ajit is a doctoral candidate in management at the Gatton College of Business and Economics at the University of Kentucky. Broadly, Tejas' program of research focuses on behavioral strategy. Specifically his current research interests include: (1) cognitive antecedents to strategic behaviors, and (2) the evolution of meso and macro outcomes from micro-behaviors (investigated through agent-based simulation models).

Jesse Fagan (jesse.fagan@uky.edu) is a 5th year doctoral candidate in the Department of Management at the University of Kentucky, and a member of the LINKS Center for Social Network Analysis. His dissertation research uses email header and content data merged with two rounds of surveys from an organization during a merger integration. It focuses on theoretical links between the benefits of non-redundant information, network structure, and threat / opportunity perceptions. His other interests include organizational networks, organizational design, and the use of machine learning and text mining methods in organizational research.

Wally "Wally" Ferrier (walter.ferrier@uky.edu) is an associate professor of Management in the Gatton College of Business and Economics at the University of Kentucky. He received his Ph.D. in Strategic Management from the University of Maryland, an M.A. in International Commerce from the Patterson School of Diplomacy and International Commerce at the University of Kentucky, and a B.S. in Economics also from the University of Kentucky. He served as a visiting scholar at both Stanford University and the Helsinki University of Technology (now Aalto University) in Finland.

Wally's research interests include the dynamics of head-to-head competition, strategic decision making, and the influence of inter-organizational networks on strategy. His research has been published in the Strategic Management Journal, Academy of Management Journal, Academy of Management Review, Journal of Management, Strategic Organization, and others. He won the Academy of Management Journal's Best Paper Award □ for his research on competitive interaction published in 1999.

Courtney Hart (courtney.hart2011@gmail.com) is a second year Ph.D. student in management in the Gatton School of Business and Economics at the University of Kentucky. Her research interests includes linguistic analysis, impression management, and identity changes from external pressures.

Wookje Sung (lowolf81@gmail.com) is a doctoral candidate of management in the Gatton College of Business and Economics at the University of Kentucky. His research revolves around how social capital gained from social network ties affect valuable individual and group outcomes, such as career success, leadership, power, interfunctional collaboration, and group effectiveness. For his dissertation, he is currently focusing on the relationships between executives' networking patterns and their career success during a merger process.

Wyatt Taylor (wyatt.taylor@uky.edu) is a second year PhD student in the Department of Management at the University of Kentucky. His research interests include social network analysis and organizational change.

Jinmiao Wang (jinmiao.wang@uky.edu) is a doctoral student in Management Department of Gatton College of Business and Economics at University of Kentucky. Her research interests include Strategic Management with an emphasis on socio-cognitive perspective and Social Network theory and methods.

Meredith Woehler (meredith.woehler@gmail.com) is an ABD Management Ph.D. Candidate in the Gatton School of Business at the University of Kentucky and the LINKS Center for Social Network Analysis. Her area of specialization is organizational behavior with emphases in individual differences (especially gender and personality) and individuals' abilities to agentically drive and handle change. Specifically, she has studied how individuals can drive or handle large scale organizational changes (e.g., M&A), more micro organizational changes (e.g., innovation), and changes to their intra-organizational networks. She has published her research in journals such as Journal of Applied Psychology and Journal of Management Education.



Keith Credo (keithcredo@louisiana.edu) is an assistant professor of management at the University of Louisiana at Lafayette. He completed his doctoral work at Auburn University, his MS and MBA studies at Florida Institute of Technology, and his undergraduate work at Tulane University. His research is focused on business ethics, generational differences at work, and organizational culture change.

Patricia Lanier (planier@louisiana.edu) is an Associate Professor of Management in the B.I. Moody III College of Business Administration at the University of Louisiana at Lafayette. She teaches strategic management and human resource courses at both the graduate and undergraduate level. She earned her B.S. in Management from Tulane University, her M.B.A. from Baylor University, and her doctorate from Louisiana Tech University. She also holds the SPHR certification in Human Resource Management. Dr. Lanier has published her work in notable academic journals including the Academy of Management Journal and the Journal of Management History. She currently serves as a Board Member of the Southern Management Association.

Curtis Matherne (matherne@louisiana.edu) is an Associate Professor of Management in the B.I. Moody III College of Business Administration at the University of Louisiana at Lafayette. He received his doctorate from Mississippi State University. His research interests include generational differences and identity dynamics in entrepreneurial settings, focusing primarily on family owned businesses. His work has appeared in notable outlets like Entrepreneurship, Theory & Practice, Family Business Review, and Strategic Organization. He currently serves on the editorial review board of Family Business Review.

Ellie Spain (ellie@louisiana.edu) is a Masters' of Business Administration student at the University of Louisiana at Lafayette, after which she plans to pursue a doctorate in Management. Her research interests include Organizational Citizenship Behavior, harmonious and obsessive passion, and the non-profit sector.

Daniela Rodriguez (rodriguezdcc@gmail.com) was born and raised in Venezuela and moved to the United States in 2010. I received my Bachelors in Economics in 2015 and immediately began my MBA at the University of Louisiana at Lafayette that fall. I completed my Masters in December 2016. I'm currently doing research on the Millennial generation. I plan to start a PhD Program in Management in the fall 2018.



Dave Arena (dfarena@memphis.edu) is a first year PhD student in Organizational Behavior in the Department of Management, Fogelman College of Business and Economics, University of Memphis. His research interests include dynamic stigma, discrimination, diversity, and bystander reactions to witnessing discrimination.

Kristl Davison (kristl.davison@memphis.edu) is an Instructor of Management at the University of Memphis. Her research interests include employment discrimination, gender and diversity issues, organizational justice and ethics, counterproductive workplace behavior, applicant faking, and personnel selection. She has published her research in journals such as Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, Personnel Psychology, Journal of Vocational Behavior, Organizational Research Methods, Academy of Management Learning and Education, Journal of Management Education, and Journal of Business and Psychology. She serves on the Editorial Board of Organizational Research Methods, and is an ad hoc reviewer for other journals such as the Journal of Applied Psychology.

Dan Detwiler (djdtwler@memphis.edu) 4th-year MGMT PhD student in the Fogelman College of Business & Economics at the University of Memphis. Currently studying ethical decision making, with a focus toward the exploitation of social media, both at the organizational and individual levels. Presented papers and posters at various regional and national conferences on topics including: ethics, mentoring, organizational attraction, social media, and strategic human resource management.

Frances Fabian (ffabian@memphis.edu) is an Associate Professor of Strategic Management and Entrepreneurship in the Department of Management, Fogelman College of Business and Economics, University of Memphis. She received her PhD in management from the University of Texas at Austin in 1997. Her research interests are founded in the area of information environments with theories from cognition, perspectives on the conceptualization of environments and their implications for decision making, most recently regarding culture and international environments. Currently she is increasingly concentrating on entrepreneurship, and serving as the Department PhD coordinator. She has published her research in journals such as Academy of Management Review, Strategic Management Journal, Journal of Management Studies, Management International Review, Journal of World Business, Journal of

International Management, Communications for the Association of Information Sciences, Journal of Information Science and Technology, and International Journal of Technology Management. She is on the editorial board of the Academy of Management Review and the Journal of Organizational Behavior.

Kristen Jones (kpjones4@memphis.edu) is an Assistant Professor of Management at the University of Memphis. She earned her Ph.D. from George Mason University after completing her undergraduate work at the University of Virginia. In her faculty position at the University of Memphis, she teaches undergraduate and graduate level courses related to human resource management, conducts research on workforce diversity and inclusion, and mentors doctoral students in the Ph.D. program in Management. Her program of research focuses on identifying and remediating subtle bias that unfairly disadvantages diverse employees at work, particularly women and mothers.

David Jorgensen (dfjrgnsn@memphis.edu) is a first year Ph.D. student in the Department of Management at the Fogelman College of Business and Economics, University of Memphis. His research interests include personality and goal-setting.

Tong Hyouk Kang (tkang1@memphis.edu) is a third year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. His research interests include corporate governance, entrepreneurship, and international strategy.

Ronei Leonel (rlnljnor@memphis.edu) is a first year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. His research interest includes the relation between organizations and context.

Chuck Pierce (chuck.pierce@memphis.edu; MMRC Coordinator) is the Great Oaks Foundation Professor of Human Resource Management and Chair of the Department of Management, Fogelman College of Business and Economics, University of Memphis. He is currently Dean of Fellows of the Southern Management Association and a past Chair of the Research Methods Division of the Academy of Management. Dr. Pierce's research interests include workplace romance, sexual harassment in organizations, test bias and discrimination in selecting human capital, managerial ethics and ethical decision making in organizations, and organizational research methods (e.g., meta-analysis). He has published his research in journals such as Academy of Management Journal, Journal of Applied Psychology, Personnel Psychology, Organizational Behavior and Human Decision Processes, Journal of Management, Human Resource Management, Journal of Organizational Behavior, Organizational Research Methods, Educational and Psychological Measurement, and Journal of Educational Psychology.

Francee Preston (fpreston@memphis.edu) is a first year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. Her research interests include workgroups and corporate education.

Alex Rubenstein (rbnstein@memphis.edu) is an Assistant Professor of Management at the University of Memphis. He earned his Ph.D. from the University of Florida, and a double bachelor's degree (BA in HRM; BS in Psychology) from the University of Washington. At the University of Memphis, Alex teaches an undergraduate HRM course and a Seminar on Leadership in the MBA and EMBA programs. His research interests broadly revolve around newcomer adjustment, employee turnover, individual differences at work, and challenging "established" facts in management.



Danielle Ammeter (dammeter@bus.olemiss.edu) joined the University of Mississippi faculty in Fall 2014 and became the Assistant Dean in Summer 2015. From 2006 to 2014, she worked for the American Heart Association (AHA) in Human Resources, most recently as the Director of Talent Management. Prior to joining the AHA, Danielle was an Assistant Professor of Management, teaching and publishing research in the areas of business ethics & accountability, human resource management, international HRM (dual-career issues) and leadership. Her current research interests are employee and academic engagement drivers and outcomes, leadership, and HRM. Danielle received her Ph.D. in Human Resource Management from the University of Oklahoma.

Tony Ammeter (tammer@olemiss.edu) is an Associate Professor of Management and Management Information Systems at the University of Mississippi. His research intersects organizational behavior issues, including leadership, political skill, trust, and accountability, and the management of technology and technical workers. He has published in journals such as Information Systems Research, Journal of Management, Leadership Quarterly, and Information & Management.

John Berns (jberns@bus.olemiss.edu) is an Assistant Professor of Management in the School of Business Administration at the University of Mississippi. His research interests include entrepreneurship, venture financing, and corporate governance.

Mark Bing (mbing@bus.olemiss.edu) is an Associate Professor of Management at the University of Mississippi. From 2001 to 2005, he served as the U.S. Navy's SUBSCREEN Principal Investigator and in that capacity directed large scale psychological screening operations for the Submarine Force, and also developed an equation to predict failure in the Submarine Force that was used for over 10 years to improve enlisted submariner selection decisions. Dr. Bing's research interests include human resource selection, personality measurement, personality test faking, test development and validation, CWBs, and research methods. He was on the Editorial Board of Journal of Applied Psychology for 8 years, and is currently on the Editorial Boards of Organizational Research Methods, Human Performance, and Journal of Business and Psychology. Dr. Bing is also a Fellow of the Society for Industrial and Organizational Psychology and the American Psychological Association. He has published his research in journals such as Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, Journal of Management, Journal of Organizational Behavior, Organizational Research Methods, Journal of Vocational Behavior, and Academy of Management Learning and Education.

Walter Davis (wdavis@bus.olemiss.edu) (Ph.D., Georgia Institute of Technology) is an associate professor of management at The University of Mississippi, where he teaches courses in human resource management, organizational behavior, and research methods. His research interests include goal orientation, leader-member exchange, and feedback. His articles have been published in journals such as Journal of Management, Personnel Psychology, Journal of

Organizational Behavior, Human Performance, Leadership Quarterly, and Group and Organization Management.

Clay Dibrell (cdibrell@bus.olemiss.edu) is a Professor of Management, holder of the William Gresham, Jr., Entrepreneurial Professorship at The University of Mississippi, and a US Fulbright Scholar. Areas of research interest include family enterprises, innovation, and environmental sustainability. His research has been published in leading academic journals including Entrepreneurship Theory & Practice, Family Business Review, Journal of Business Research, Small Business Economics, IEEE Transactions on Engineering Management, and Journal of World Business. He is an associate editor for the Journal of Family Business Strategy, and is on multiple editorial review boards, as well as a special issue guest editor for multiple journals.

Rich Gentry (rjgentry@olemiss.edu) is an Associate Professor of Management at the University of Mississippi. Dr. Gentry's research interests include the behavioral theory of the firm and entrepreneurship. He has published his research in journals such as Academy of Management Journal, Strategic Management Journal, Journal of Management Studies, Strategic Organization, Entrepreneurship Theory and Practice, and Journal of Small Business Management.

Maria Gondo (mgondo@bus.olemiss.edu) is an Assistant Professor in the Department of Management at the University of Mississippi. Areas of research interest include strategy implementation, organizational and institutional change, and routines. Her research has been published in journals such as Academy of Management Review, Organization Science, Entrepreneurship Theory & Practice, Health Care Management Review, Human Resource Management Review, and Journal of Change Management.

Vishal Gupta (vgupta@bus.olemiss.edu) is Associate Professor at The University of Mississippi. His research has been published in prestigious journals, such as Academy of Management Review, Journal of Applied Psychology, Journal of Management, Journal of Business Venturing, and Organization Studies, among others. Vishal has served previously on the faculty at State University of New York (Binghamton) and University of Nebraska (Omaha). He received his PhD from University of Missouri, and has been a visiting faculty at several b-schools internationally.

Paul Johnson (pdjohnso@olemiss.edu) is an Assistant Professor of Management at the University of Mississippi in the Department of Management. His research focuses on a multilevel framework integrating motivation processes, innovation, creativity, performance management, employee empowerment, and entrepreneurial psychology. He received his Ph.D. from Oklahoma State University.

Erik Markin (emarkin@go.olemiss.edu) is a second-year doctoral student of management at the University of Mississippi. His areas of interest include organizational entrepreneurship and market entry mode selection. He has owned and operated multiple small businesses and served as a regional small business consultant.

David Marshall (dmarshall@bus.olemiss.edu) PhD Candidate. Research interests lie at the intersection of organizations and entrepreneurship. Interested in how elements of organizational life influence, and are influenced by, entrepreneurship Also interested in decision making processes in entrepreneurial careers and in family businesses.

Milorad Novicevic (mnovicevic@bus.olemiss.edu) (Ph.D. University of Oklahoma) is an Associate Professor of Management at the University of Mississippi. His research focuses on management history, management education and international management. He has published more than 100 articles in various peer-reviewed journals including the Leadership Quarterly, Organizational Behavior and Human Decision Processes, Academy of Management Learning and Education; Human Resource Management, Journal of World Business, Business Horizons, Organizational Dynamics, Journal of Business Ethics, International Journal of Human Resource Management, Human Resource Management Review, Journal of Vocational Behavior.

Tobi Popoola (ipopoola@bus.olemiss.edu) is a Graduate Instructor and Doctoral Candidate at the University of Mississippi, Oxford. His research focus includes: accountability, management history, leadership, ethics, and educational and workplace unethical behaviors. Tobi has co-authored papers published in academic journals such as Leadership, Journal of Management History, Journal of Education for Business, and Management & Organizational History. Tobi has also co-authored a book chapter published in "Management History: Its Global Past & Present" (Eds. Bowden and Lamond). In 2015, Tobi received the "SAGE Best Leadership Paper Award" at the Academy of Management (History Division) as well as a scholarship and invitation from OBTS (Teaching Society for Management Educators) to attend its Doctoral Institute. His dissertation is focused on integrating accountability and social identity theories to explain unethical pro-organizational behavior.

Bob Robinson (brobinson@bus.olemiss.edu)

Chelsea Sherlock (csherlock@bus.olemiss.edu) is a first year doctoral student in the Department of Management at the University of Mississippi. Her research interests include family business.

Gabby Swab (gswab@bus.olemiss.edu) is a second year doctoral student in the Department of Management at the University of Mississippi. Her research interests includes individual competitive orientations, cooperation, and entrepreneurship.

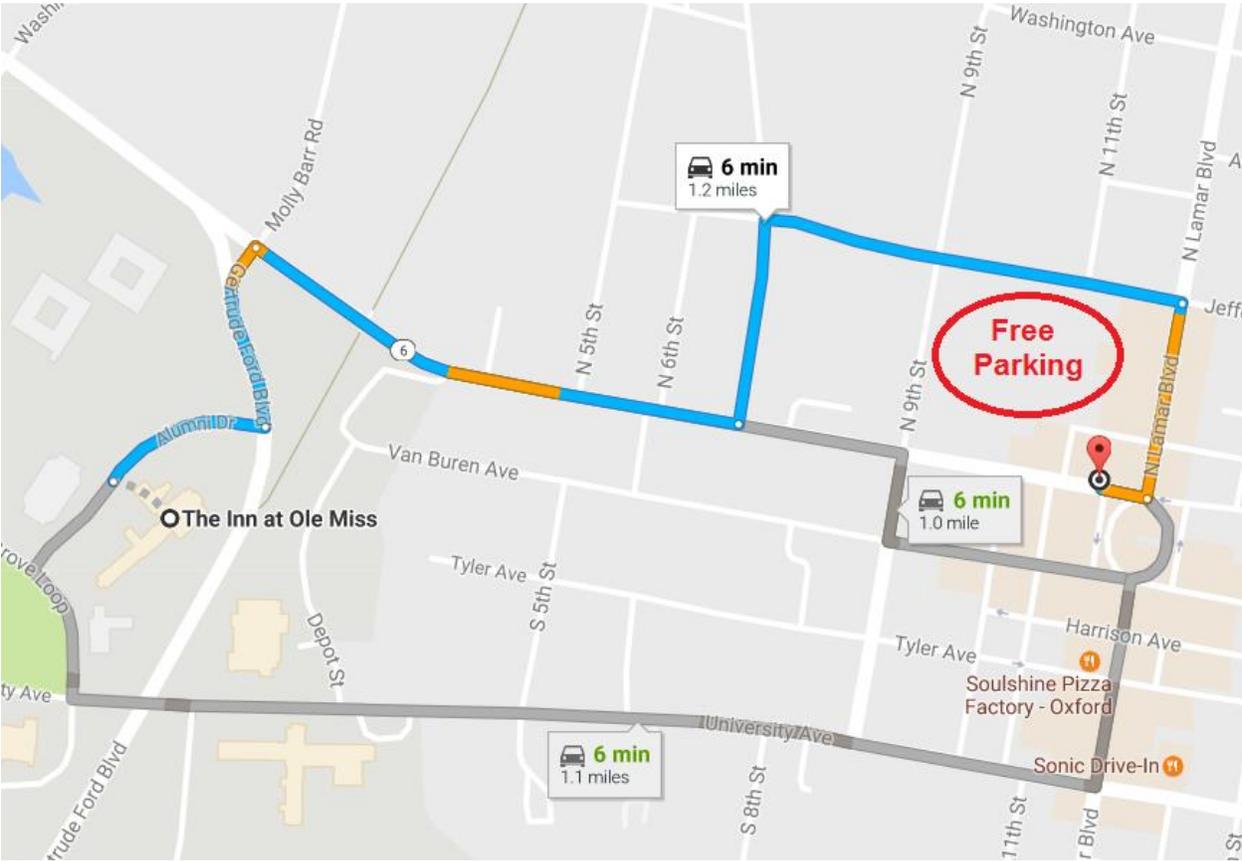
Jaime Williams (jwilliams@bus.olemiss.edu) received a Bachelor's in Arts majoring in Political Science and History from Ashland University then spent three seasons playing softball in The Netherlands, Italy, and Switzerland. After retiring, I started working in an Automotive manufacturing plant while working toward my MBA at the University of North Alabama. After working as a quality control engineer, a fixed asset accountant, and an efficiency auditor, I decided to go back to school full-time. I am now in my first year at The University of Mississippi and am currently concentrating on Cross-cultural organizational behavior research.

Hyun-Soo Woo (hwoo@bus.olemiss.edu) received his Ph.D. at Arizona State University. He specializes in agglomeration theory, multimarket competition theory, and research methods.



Randy Evans (randy-evans@utc.edu) is a UC Foundation Associate Professor of Management at the University of Tennessee at Chattanooga where he teaches courses in management and human resources management. His research centers on human capital issues including employee performance and adaptability, and how corporate citizenship policies impact employee level outcomes. His research has been published in journals such *Business & Society*, *Human Performance*, *Journal of Management*, and *Organization Management Journal*. He may be reached at randy-evans@utc.edu.

Driving Map to Bouré from the Inn at Ole Miss



Walking Map to Bouré from the Inn at Ole Miss

