



Mid-South Management Research Consortium (MMRC)

Department of Management & Information Systems
College of Business
Mississippi State University
February 23rd – February 24th, 2018

MMRC Coordinators:

Dr. Laura Marler
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Meeting Itinerary

Friday, February 23, 2018

- 3:00 pm Hotel check-in (*Courtyard Marriott, Comfort Suites, and LaQuinta Inn*)
- 4:30pm Registration, *Leo Seal Family Business Atrium, McCool Hall*
- 5:00 pm Welcome remarks by Dean Sharon Oswald, *Leo Seal Family Business Atrium, McCool Hall*
- 5:15 pm MSU College of Business E-Center tour by Director Eric Hill, *McCool Hall*
- 6:00 pm Group dinner at *Central Station Grill* provided by the MSU Department of Management
Remarks by MMRC Founder Chuck Pierce (University of Memphis)

Saturday, February 24, 2018

- 8:30 am Light breakfast available, *Leo Seal Family Business Atrium, McCool Hall*
- 9:00 am MMRC Welcome by Chuck Pierce, *Leo Seal Family Business Atrium, McCool Hall*

MORNING ROUNDTABLE SESSIONS (Participant's Choice)

9:30-11:00 am Experience the College's Professional Golf Association Management Program golf simulator technology. Drop in between roundtables or step away for a few minutes to meet Zach Tate, Assistant Director of PGM at Mississippi State, who will be on hand to demonstrate the technology. You will have a chance to take a swing!
Room 102 (across from E-center), McCool Hall

9:30am 10:15am 11:00am

1. Bryan Fuller (Louisiana Tech University)
Proactivity in organizations
Leo Seal Family Business Atrium, McCool Hall
2. Joe Labianca (University of Kentucky)
Social networks
Leo Seal Family Business Atrium, McCool Hall
3. Michele Medina (Middle Tennessee State University)
Life on the academic job market
Leo Seal Family Business Atrium, McCool Hall
4. Paul Drnevich (University of Alabama)
Publishing in Strategic Management Journal
Leo Seal Family Business Atrium, McCool Hall
5. Anthony Hood (University of Alabama at Birmingham)
Treating your career like an academic startup
Leo Seal Family Business Atrium, McCool Hall

6. Danny Holt (Mississippi State University)
Family firm research
Leo Seal Family Business Atrium, McCool Hall
7. Vishal Gupta (University of Alabama)
Gender issues in corporate governance
Leo Seal Family Business Atrium, McCool Hall
8. Lisa Lambert (Georgia State University)
Leadership
Leo Seal Family Business Atrium, McCool Hall
9. Ben McLarty (Mississippi State University)
Electronic course management with Campusknot
Room 232, McCool Hall - 9:30 and 10:15am sessions only
10. Adam Farmer and Michael Breazeale (Mississippi State University)
Biometric technologies – Marketing Intelligence Lab and Observatory (MILO)
Room 224, McCool Hall - 10:15 and 11:00am sessions only

12:00 pm Luncheon, *Leo Seal Family Business Atrium, McCool Hall*

AFTERNOON RESEARCH PRESENTATIONS (Participant's Choice)

Taylor Auditorium, McCool Hall

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| 1:30-2:00pm | Tonja Darden (Georgia State University)
Psychological contracts from the employer's perspective: Supervisor emotions and employee-targeted outcomes |
| 2:15-2:45pm | Andie Lee (University of Kentucky)
Being in love and at war with my team: Individual team ambivalence |
| 3:00-3:30pm | Ellie Spain (University of Louisiana at Lafayette)
The influence of passion on turnover intention and perceived employability |

Boardroom 339, McCool Hall

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| 1:30-2:00pm | Will Tabor (Mississippi State University)
Family firm recruitment: A relational perspective |
| 2:15-2:45pm | Emma Su (Mississippi State University)
The impact of parent-child relationship on a child's career choice in family firms |
| 3:00-3:30pm | Paul Sanchez Ruiz (Oklahoma State University)
Family to firm identification and reputation: The moderating effect of media attention |

Leo Seal Family Business Atrium, McCool Hall

3:30 pm Snack break

CLOSING SESSIONS

Taylor Auditorium, McCool Hall

4:00 pm Closing keynote by Kevin Lowe (University of Sydney)

4:45 pm MMRC future planning session by Chuck Pierce (University of Memphis)

5:15 pm Departure for socializing and dinner off campus

MMRC 2018 Participants

University of Alabama

Lisa Brady (lbrady@crimson.ua.edu) is a 1st year PhD student in Management at the University of Alabama. Her research interests lie within the broader field of occupational health psychology and specifically include employee psychological well-being, workplace mental health promotion, and individual differences in the stress appraisal and coping processes. She completed her MS in Industrial-Organizational Psychology at the University of Tennessee at Chattanooga (UTC) and her BS in Psychology at the University of Alabama. In her spare time, Lisa enjoys volunteering, meeting new people, and teaching zumba classes.

Justin Desimone (jadisimone@culverhouse.ua.edu) is an assistant professor in the Department of Management at the University of Alabama. His career goals involve improving the understanding and conduct of research in the organizational sciences. He is interested in methodological and statistical topics as well as personality in the work environment.

Karen Landay (kmlanday@crimson.ua.edu) is currently a second year doctoral student at the University of Alabama. She earned a Master's in Business Administration from the University of Wisconsin Oshkosh and a Bachelor of Music in violin performance from Roosevelt University. Karen's research is in press at *Leadership Quarterly* and accepted at *Journal of Personnel Psychology* and *Research in Occupational Stress and Well Being*. Karen has also presented her work at the Academy of Management, Society for Industrial and Organizational Psychology, and Southern Management Association. Her research interests include psychopathy, music, and recruitment and selection.

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.

Paul L. Drnevich (dren@ua.edu) 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 50 Research 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. He received his PhD from Purdue University.

Quiyo (Milo) Su (gsu2@crimson.ua.edu) is a doctoral student at the University of Alabama.

Xiaochuan Song (xsong@crimson.ua.edu) is a doctoral student at the University of Alabama.

Vishal Gupta (vkgupta@cba.ua.edu) is Vishal K. Gupta is Associate Professor at The University of Alabama. His research interests are in the area of entrepreneurial leadership, corporate governance, and strategic issues in entrepreneurship. His work has been published in leading academic outlets such as *Journal of Applied Psychology*, *Academy of Management Review*, *Journal of Business Venturing*, *Organization Studies*, and *Entrepreneurship Theory & Practice*, among others. His co-edited book *Foundational Research in Entrepreneurship Studies* (ISBN 978-3-319-73527-6), published by Springer, will be available starting May 2018. You can check out his website at www.drvgupta.com.

Sandra Mortal (smortal@cba.ua.edu) is an Associate Professor of Finance at the Culverhouse College of Commerce. Her research interests are in the areas of corporate finance, corporate governance and investments. Her research has been published in reputed academic journals such as *Review of Financial Studies*, *Journal of Financial and Quantitative Finance*, *Journal of Corporate Finance* and *Journal of Financial Markets*. Prof. Mortal has also worked at the Securities and Exchange Commission, where she was involved with implementation of the Dodd Frank Act. Prior to joining Bama, she taught at various other universities including University of Missouri and University of Memphis.

Yi-Ren Wang (ywang314@crimson.ua.edu) is currently a Ph.D. student in the Management program at the University of Alabama. Prior to joining here, I worked in Dr. Jenny Su's Cross-Culture and Emotion Regulation lab and received a bachelor's degree in Psychology from National Taiwan University. Then I also worked in Dr. Lois Tetrick's Occupational Health Psychology Laboratory at George Mason University as an exchange student. Later I received a master's degree in Psychology with a specialization in Industrial and Organizational Psychology from the University at Albany, State University of New York, at which I also worked in Dr. Michael Ford's Occupational Health Psychology Laboratory. My research interests include occupational health psychology, work-family conflict, burnout, engagement, organizational justice and socioecological influences on health behaviors.

University of Alabama at Birmingham

Anthony C. Hood (anthonyhood@uab.edu) is an Associate Professor and Founding Director of the #phdpreplab in the Collat School of Business at the University of Alabama at Birmingham. Dr. Hood's research explores transactive memory, conflict, and friendship in teams and has been published in outlets such as the *Journal of Organizational Behavior*, *Journal of Business and Psychology*, and *Production and Operations Management*. A practitioner of social innovation and entrepreneurship, Dr. Hood closely aligns his research to practice by serving on the Board of Directors of a number of community and economic development organizations. Dr. Hood is an alum of AACSB's Aspiring Leaders Initiative, The PhD Project, Stanford University's Teaching and Learning Studio and the Community Health Leadership Program at the Morehouse School of Medicine. He received his PhD in Management (with concentrations in Entrepreneurship and Strategy) from the University of Alabama (Roll Tide!). Prior to academia, Dr. Hood enjoyed a 10-year career as an engineer at AT&T performing duties as network design, coding, and sales consulting. In his spare time, he enjoys micro-blogging via LinkedIn and his personal website anthonyhood.com.

Arkansas State University

Sharon D. James (sjames@astate.edu). Prior to joining Arkansas State University in July 2014, Dr. James was an assistant professor of strategic management at Ohio State University from July 2007 to June 2014. She has over 11 years of industry experience in investment banking, private equity investing, equity research, and public equity investment management. Professor James' research focuses on the intersection of corporate strategy and corporate finance to examine their relative influences on firms' strategic choices and performance. Her published work is in *Academy of Management Discoveries*, *Journal of Business Research*, *Journal of Management*, *Strategic Management Journal*, *Journal of Applied Business and Economics*, and *Long Range Planning*.

Auburn University

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 second 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 C. Hersel (mch0005@auburn.edu) is a fifth year doctoral candidate in the Harbert College of Business. His research interests broadly fall under strategy & entrepreneurship. More specifically, he has studied firm responses to misconduct, CEO succession, crowdfunding, and business ethics.

Ian Mercer (ism0002@auburn.edu) is a second 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.

Ruixiang Song (rzs0088@auburn.edu) is a first year doctoral student at Auburn University. My research interest lays on strategy/entrepreneurship, specifically corporate governance, research method and crowdfunding.

Jacob Waddingham (jaw0124@auburn.edu) is a first year doctoral student at the Raymond J. Harbert College of Business at Auburn University. His research interests are in strategy, more specifically, framing, stakeholder theory, and social approval.

East Carolina University

Erik C. Taylor (talore17@ecu.edu) is an Assistant Professor of Management at East Carolina University. His research focuses on strategic human resource management, teams and team emergent phenomena, and research methods. Dr. Taylor's research has appeared in the *Journal of Management*, the *Journal of Business Research*, and the *Journal of Business & Psychology*, among others. He received his Ph.D. from the E.J. Ourso College of Business at Louisiana State University.

Florida State University

Liam Maher (liampatrickmaher@gmail.com) is a fifth-year doctoral candidate at Florida State University. He received his BA in Finance from Western Washington University and his MBA from Seattle University. His research interests can broadly be classified under the umbrella of social influence, and his primary focus is on political skill, political will, perceptions of organizational politics, and identity. His work can be found in the *Annual Review of Organizational Psychology and Organizational Behavior*, *Group & Organization Management*, and the *Journal of Leadership & Organizational Studies*. In his spare time, Liam is an avid sports fan and loves to travel to other countries. Upon graduation, he will be joining the faculty at Boise State University as a tenure-track assistant professor.

Georgia State University

Tanja Darden (tdarden6@gsu.edu) is a 4th year PhD candidate at Georgia State University in Atlanta GA. Her specific research interests include employer-employee relationships, with a specific emphasis on psychological contracts; employee contributions to group work; and gender influences on work relationships. Ms. Darden is pursuing her degree after over 18 years of industry experience, primarily in IT consulting and organizational strategy.

Lisa Schurer Lambert (lisalambert@gsu.edu) is currently an Associate Professor and Ph.D. Program Director at Georgia State University but will be joining the Department of Management at the Spears School of Business at Oklahoma State University as the William S. Spears Chair of Business Administration. She received her Ph.D. from the University of North Carolina at Chapel Hill, and her MBA and undergraduate degrees from Northwestern University. Dr. Lambert's research focuses on leadership, the psychological contract, supervisor-subordinate relationships, person-environment fit theory and research methods. She has served on the editorial boards of the *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of Management*, and *Organizational Behavior and Human Decision Processes*, and is currently an Associate Editor for *Organizational Research Methods*.

University of Kentucky

Courtney Hart (courtney.hart2011@gmail.com) is a 3rd year PhD Candidate in Organizational Behavior at the University of Kentucky. After receiving her BBA in Finance at Howard University, Courtney worked in marketing at Google and was the CMO of Student Dream, a non-profit dedicated to incubating Black and Hispanic student entrepreneurs. Her current research focuses around social networks, impression management, and the linguistic properties of prototypical versus non-prototypical leaders. She also serves as an Instructor and TA for Negotiations and Conflict Management.

Dr. Giuseppe (Joe) Labianca (joelabianca@gmail.com) is the Gatton Endowed Professor of Management in the Gatton College of Business and Economics at the University of Kentucky. Joe's research interests include interpersonal conflict and social networks, social networks and groups, perceptual accuracy of social networks, and understanding social comparisons from a network perspective. He has published his research in journals such as *Academy of Management Journal*, *Academy of Management Review*, *Organization Science*, *Science*, *Journal of World Business*, *Strategic Organization*, *Social Networks*, *Advances in Strategic Management*, and *Information Systems Review*.

Jyoti P. Gupta (j.p.gupta@uky.edu) is a Ph.D. student in the Department of Management at the Gatton College of Business and Economics in the University of Kentucky. Her research interests include strategic management and networks.

Jung Wong "Andie" Lee (jw.andie.lee@uky.edu) is a visiting research fellow at the LINKS Center. Her research interests center on negative affective interactions (e.g., conflicts, dislike) within and between teams through the lenses of social networks and multi-level perspective, and her dissertation investigates different aspects of ambivalence in teams. She received a Ph.D. degree from HEC Paris in France.

Kiho Jun (kiho.jun@uky.edu) is a fifth year PhD student in the Gatton College of Business and Economics at University of Kentucky. I completed my master degree in Yonsei University from South Korea and worked as a managing director of a local professional orchestra for about 7 years. I am currently working with Dr. Ajay on research including leadership, innovation, and social networks. My research interest focuses on explaining how and why individuals in groups take the leadership role from a social network perspective. I investigate leadership processes in groups or organization in three contexts: (a) leadership and social network, (b) the role of network perception, and (c) collective processes in creative organizations.

Jason Ross (jason.ross1@uky.edu) is a first-year doctoral student in management at the University of Kentucky Gatton College of Business Administration and a member of the LINKS Center for Social Network Analysis. His research interests are in organizational behavior and social networks, specifically examining the impact of networks on organizational performance including the impact of dormant ties and the benefits of reviving these ties within organizations.

Seong Won Yang (sw.yang@uky.edu) is a first year Ph.D. student in management in the Gatton College of Business and Economics at the University of Kentucky. His research interests include organizational behavior and affective social networks.

University of Louisiana-Lafayette

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.

Louisiana State University

Krista Carver (kcarve4@lsu.edu) is a first year doctoral student in the Rucks Department of Management, E.J. Ourso College of Business, Louisiana State University. Her research interests include strategic management.

Katelynn Sell (ksell1@lsu.edu) is a fourth year doctoral student working and studying in the Rucks Department of Management at Louisiana State University. Her research interests include institutional work and maintenance, organizational identity, organizational legitimacy, corporate political power, corporate social responsibility, strategic management, and qualitative research methods.

Jacob Smith (jsmi476@lsu.edu) is a fourth year doctoral candidate in organizational behavior/human resource management with the Rucks Department of Management at LSU. His primary research interests include organizational climate, organizational culture, work stress, and motivation.

Louisiana Tech University

Abdulah Bajaba (AMB112@latech.edu) is a first-year doctoral student in Management at Louisiana Tech University. He earned his Bachelor's degree in Psychology with a minor in Business Administration from Boston University in 2017. His research interests include personality traits (e.g., proactive personality), voice behaviors, and leadership styles (e.g., exploitative leadership). Moreover, he is interested in the dark and bright side of traits and behaviors and how they might affect those who are involved.

Saleh Bajaba (sba028@latech.edu) is a third-year doctoral candidate in management at Louisiana Tech University and a Lecturer of Management at King Abdulaziz University. His work has appeared in journals such as *Personality and Individual Differences, Applied Psychology: International Review, and International Journal of Management and Human Resources*. His primary research interest focuses on proactivity and adaptivity in the workplace, leadership, organizational identification, and mindfulness. His dissertation is on tempered radical behaviors in change management.

Rajiv Dahiya (rda027@latech.edu) is a first year doctoral student in Management at Louisiana Tech University. He earned his masters from University of Houston-CL and has worked in the industry for over 10 years primarily as IT consultant and business analyst. His research interests include motivation, self-efficacy, and training effectiveness in the workplace.

Koushikee Dutta (kdu005@latech.edu) is a first-year doctoral student in Management at Louisiana Tech University. Prior to joining the doctoral program at Louisiana Tech University, she worked in Singapore for six years, primarily for start-ups. Her research interests include entrepreneurship & innovation, emerging markets and strategic management.

Dr. Jerry "Bryan" Fuller (bfuller@latech.edu) holds the Humana/McCallister Endowed Super Professorship of Management and Marketing at Louisiana Tech University. He also serves as the Doctoral Student Coordinator for the Department of Management. 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, the emergence of dark riders, 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 (brianw@latech.edu) is a Visiting Assistant Professor of Management at Louisiana Tech University. Dr. Waterwall's research interests include motivation and decision making in the workplace, proactivity, family firms, and TMT decision making. He has published work on identification in family firms and a meta-analysis on creative self-efficacy.

University of Memphis

Dave Arena (dfarena@memphis.edu) is a second year Ph.D. student in management with a concentration in organizational behavior and human resources at the University of Memphis. His research interests include managing diversity in organizations, and the workplace attitudes & experiences of employees with dynamically stigmatized identities.

Dr. H. 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*.

Daniel Detwiler (djdtwiler@memphis.edu) is a Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. His research interests include corporate social responsibility, organizational ethics, firm reputation, social media and organizational attraction, and gender issues in the workplace.

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*.

Dr. Kristen Jones (kpjones4@memphis.edu) earned her Ph.D. from George Mason University after completing her undergraduate work at the University of Virginia. As an Assistant Professor of Management 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. Her work has been published in premier outlets including *Journal of Management*, *Harvard Business Review*, *Journal of Organizational Behavior*, *Human Resource Management*, *Journal of Business and Psychology*, and *Journal of Occupational Health Psychology*.

David Jorgensen (dfjrgnsn@memphis.edu) is a second 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 fourth 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 second 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 environment.

Michelle Montague-Mfuni (mmntgmfn@memphis.edu). Born in the USA, matured in Africa, Michelle Montague-Mfuni is a first year Ph.D. student at the University of Memphis. Michelle has an MBA from the Darden School at the University of Virginia and an undergraduate degree in biochemical sciences from Harvard University. She has lived in South Africa for the past 24 years. Her research interests are international business- home versus host strategies within multi-national corporations; corporate social responsibility; corporate political actions; emerging markets; and energy. She is looking to narrow these interests into her dissertation topic over the next year.

Devalina Nag (dnag@memphis.edu) is a first-year doctoral student in Management (with a focus in OB/HR) at the University of Memphis-Fogelman College of Business and Economics. Devalina's research interests include formal and interpersonal discrimination toward social and racial minorities in organizational settings.

Francee Preston (fpreston@memphis.edu) is a second year Ph.D. student in the Department of Management, Fogelman College of Business and Economics, University of Memphis. Her research interest includes habitual and goal-directed behaviors.

Dr. Charles A. (Chuck) Pierce (capierce@memphis.edu; **MMRC Founder**) is Associate Dean for Academic Programs and Research, Interim Department Chair, and Great Oaks Foundation Professor of Human Resource 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*.

Dr. Alex Rubenstein (rnbstein@memphis.edu) is an assistant professor at the University of Memphis, joining the faculty in 2014. His research has been published in outlets such as *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of Management*, and *Personnel Psychology*, among others. His research interests include employee turnover and withdrawal processes, challenging "established" facts in management, and individual differences in personality and ability.

Shovna Tripathy (sctrpthy@memphis.edu) is a first year Management/OB/HR doctoral student. Her specific areas of interests are in the context of nonprofit organizations as well as social justice issues and their impact on employees.

Middle Tennessee State University

Kelly Mannix (kelly.manix@mtsu.edu) is a lecturer in the Department of Management at MTSU. She earned her MBA from MTSU in management. She teaches a variety of courses, including principles, leadership, and entrepreneurship. Her research interests include virtual teams, generational differences at work, and the effects of personality on teamwork. She is currently applying to doctoral programs.

Michele Medina (michele.medina@mtsu.edu) is an Assistant Professor at Middle Tennessee State University. She earned her PhD in 2017 from the University of North Texas. Her research interests include bullying, justice, identity, and pro-social rule breaking, as well as the context in which these phenomena occur (e.g., health care industry, family firms, etc.). She has presented her research at the Academy of Management, the Society for Industrial and Organizational Psychology, and Southern Management Association and published her research in *Team Performance Management* and *Personality and Individual Differences*.

University of Mississippi

Dr. Walter Davis (wdavis@bus.olemiss.edu) is an Associate Professor of Management at the University of Mississippi. He teaches courses in advanced human resource management, strategic management, and research methods. His research interests include employee proactivity, self-management, goal orientation, and strategic human resource management. 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*.

Dr. Clay Dibrell (cdibrell@bus.olemiss.edu) is an Associate Professor of Management, holder of the William Gresham, Jr., Entrepreneurial Professorship at the University of Mississippi, and a US Fulbright Scholar. His research interests include family enterprises, innovation, and environmental sustainability. His research has been published in leading 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 *Journal of Family Business Strategy*.

Bob Gigliotti (rgigliotti@bus.olemiss.edu) is a management Ph.D. student at the University of Mississippi. His research interests are in emerging strategies and include how actors interact with material objects such as evaluation tools and form novel relationships that shape strategy as it unfolds.

Yankun Jia (yjia@bus.olemiss.edu) is a 1st year management PhD student at the school of Business Administration, University of Mississippi. I received a bachelor degree in Finance from Sichuan University, China and a MBA degree from Ole Miss. Before I started the PhD program, I worked in the industry for several years, dealing with corporate financial analysis, internal project consulting and financing.

Paul Johnson (pdjohnso@olemiss.edu) is an Associate 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.

Caleb Lugar (clugar@bus.olemiss.edu) is a PhD student at the University of Mississippi studying management in the School of Business Administration. He holds an Education Specialist degree from Liberty University, an MBA from the University of Mississippi, and a bachelors from the University of Southern Mississippi. He has worked for non-profit, for-profit, public, private, national and international organizations around the globe. Most recently he served as an administrator of private international schools in West Africa and South America. His research areas of interest include knowledge management and generative and spiritual leadership.

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Daniel Holt (dholt@business.msstate.edu) has an eclectic background with degrees in electrical engineering, environmental management, human resource development, and management. Before joining the Business Bulldogs of Mississippi State University, he retired after 20 years of active duty as an officer in the United States Air Force who worked as an engineer all over the world, from Myrtle Beach to Uzbekistan, earning a bronze star for his service in the Middle East. He received his doctorate degree in Management from Auburn University and is also a licensed panhandler, bartender, bulldozer operator, and graphologist. An avid researcher, his research on family firms, entrepreneurship, and organizational analysis has appeared in *California Management Review*, *Entrepreneurship: Theory & Practice*, *Family Business Review*, *Journal of Applied Psychology*, and *Journal of Management Studies*.

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Oklahoma State University

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University of Sydney

Kevin B. Lowe (kevin.b.lowe@sydney.edu.au) is Professor in Leadership in the Business School at the University of Sydney. Prior to joining The University of Sydney University Professor Lowe held the Fletcher Building Employee Education Trust Chair in Leadership at the University of Auckland and the Burlington Industries Research Excellence Professorship at the University of North Carolina at Greensboro. A recognized leader in the field of leadership, Kevin is on ten editorial boards including *The Leadership Quarterly* (Associate Editor), *Journal of Management*, *Journal of Organizational Behavior*, *Journal of International Business Studies*, *Journal of Leadership and Organizational Studies*, *Leadership*, *Journal of World Business*, and *Group and Organization Management*. His research has garnered a number of awards including twice winning the Best Paper of the Year Award from *The Leadership Quarterly*, the Article of the Decade Award from the *Journal of International Business Studies*, and the Decennial Influential Article Award from *The Leadership Quarterly*. In 2017 he received an Emerald Citation of Excellence, recognizing articles of high impact over the most recent three years (2014-2016), for his review and extension of the field of followership. An enthusiastic teacher Kevin received the Board of Governors Teaching Excellence Award recognizing teaching excellence across the seventeen campus University of North Carolina system and was nominated for a CASE U.S. Professor of the Year Award. He regularly speaks to faculty and doctoral student audiences on the topic of teaching excellence. Professor Lowe serves on the Board of Directors of the Southern Management Association where he is currently the President and the Boards of the International Leadership Association, and the Australia and New Zealand Academy of Management. He also serves on the Harvard Business Review Advisory Council, as a panelist for the McKinsey Quarterly, is a Fellow of the Centre for Leadership Studies at Lancaster University (UK), and a Fellow of the Southern Management Association.

Texas State University

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Directions to McCool Hall

From Comfort Suites/Marriot

Cross Highway 12 and enter Mississippi State University via Russell Street.

Russell Street becomes Stone Boulevard once you cross onto campus. Continue on Stone Boulevard past Barnes and Noble.

Turn left onto Creelman Street. Continue on Creelman Street for about 1/10 of a mile. Park in the lot on the left at the end of Creelman Street. Signs will point you toward McCool Hall.

From the LaQuita Inn

Turn left from the Hotel onto Highway 12 toward campus.

Proceed on Highway 12 until the light at Russell Street/Stone Boulevard.

Turn left on Stone Boulevard.

Continue on Stone Boulevard past Barnes and Noble.

Turn left onto Creelman Street. Continue on Creelman Street for about 1/10 of a mile. Park in the lot on the left at the end of Creelman Street. Signs will point you toward McCool Hall.

Parking

Parking will be available in the lot across from McCool Hall (McAllen Lot). Gates will open Friday at 4:00pm and will remain open Saturday.