

FALL 1997 - FALL 2016  
STANDARD CV  
KIM HESTER

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Contact Information

No data to display.

Education

- Ph.D. Human Resource Management, University of Alabama, 1997
- M.A. Human Resource Management, University of Alabama, 1992
- M.B.A. Management, Jacksonville State University, 1987
- B.A. Accounting, Jacksonville State University, 1980

Professional Licensures & Certifications

No activities entered.

Employment

**Professional**

1984 - 1991 Chief Financial Officer, Etowah Quality of Life, Inc.

Teaching: Courses Taught

Fall 2016 Courses	Credit Hours	Enrollment	Instruction Mode
IBS 61433 001 - INTERNATNL HUMAN RESOURCE MGMT	3	3	Traditional
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	24	Traditional
MGMT 31433 002 - HUMAN RESOURCE MANAGEMENT	3	34	Web
MGMT 31433 H01 - HNRS HUMAN RESOURCE MANAGEMENT	3	1	Traditional
MGMT 41433 001 - ORGANIZATIONAL CHANGE AND DEV	3	26	Web
<b>Total</b>	15	88	
Summer 2016 Courses	Credit Hours	Enrollment	Instruction Mode
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	26	Web

MGMT 31533 002 - ORGANIZATIONAL BEHAVIOR	3	36	Web
MGMT 31633 001 - LABOR RELATIONS COLL BARGAIN	3	11	Web
MGMT 41733 001 - COMPENSATION MANAGEMENT	3	15	Web
<b>Total</b>	12	88	
<b>Spring 2016 Courses</b>	<b>Credit Hours</b>	<b>Enrollment</b>	<b>Instruction Mode</b>
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	41	Web
MGMT 31533 002 - ORGANIZATIONAL BEHAVIOR	3	41	Web
MGMT 31533 005 - ORGANIZATIONAL BEHAVIOR	3	22	Web
<b>Total</b>	9	104	
<b>Fall 2015 Courses</b>	<b>Credit Hours</b>	<b>Enrollment</b>	<b>Instruction Mode</b>
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	36	Traditional
MGMT 31433 002 - HUMAN RESOURCE MANAGEMENT	3	31	Web
MGMT 31533 003 - ORGANIZATIONAL BEHAVIOR	3	32	Compressed Video Sending
MGMT 31533 004 - ORGANIZATIONAL BEHAVIOR	3	19	Compressed Video Receiving
MGMT 31533 005 - ORGANIZATIONAL BEHAVIOR	3	5	Compressed Video Receiving
MGMT 31533 007 - ORGANIZATIONAL BEHAVIOR	3	2	Compressed Video Receiving
MGMT 41433 001 - ORGANIZATIONAL CHANGE AND DEV	3	28	Web
<b>Total</b>	21	153	
<b>Summer 2015 Courses</b>	<b>Credit Hours</b>	<b>Enrollment</b>	<b>Instruction Mode</b>
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	15	Web
MGMT 31533 002 - ORGANIZATIONAL BEHAVIOR	3	37	Web

MGMT 31633 001 - LABOR RELATIONS COLL BARGAIN	3	17	Web
MGMT 41733 001 - COMPENSATION MANAGEMENT	3	17	Web
<b>Total</b>	12	86	
<b>Spring 2015 Courses</b>	<b>Credit Hours</b>	<b>Enrollment</b>	<b>Instruction Mode</b>
IBS 61433 001 - INTERNATNL HUMAN RESOURCE MGMT	3	4	Traditional
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	39	Traditional
MGMT 31533 003 - ORGANIZATIONAL BEHAVIOR	3	52	Traditional
MGMT 31533 H01 - HNRS ORGANIZATIONAL BEHAVIOR	3	1	Traditional
MGMT 429V3 001 - SPECIAL PROBLEMS	3	1	Non Traditional
<b>Total</b>	15	97	
<b>Fall 2014 Courses</b>	<b>Credit Hours</b>	<b>Enrollment</b>	<b>Instruction Mode</b>
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	34	Traditional
MGMT 31433 002 - HUMAN RESOURCE MANAGEMENT	3	33	Web
MGMT 41433 001 - ORGANIZATIONAL CHANGE AND DEV	3	30	Web
<b>Total</b>	9	97	
<b>Summer 2014 Courses</b>	<b>Credit Hours</b>	<b>Enrollment</b>	<b>Instruction Mode</b>
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	20	Web
MGMT 31533 001 - ORGANIZATIONAL BEHAVIOR	3	34	Web
MGMT 31633 001 - LABOR RELATIONS COLL BARGAIN	3	14	Web
MGMT 41733 001 - COMPENSATION MANAGEMENT	3	14	Web
<b>Total</b>	12	82	
<b>Spring 2014 Courses</b>	<b>Credit Hours</b>	<b>Enrollment</b>	<b>Instruction Mode</b>

IBS 61433 001 - INTERNATNL HUMAN RESOURCE MGMT	3	6	Traditional
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	34	Web Assisted
MGMT 31433 002 - HUMAN RESOURCE MANAGEMENT	3	7	Web Assisted
MGMT 31433 003 - HUMAN RESOURCE MANAGEMENT	3	4	Web Assisted
MGMT 31533 002 - ORGANIZATIONAL BEHAVIOR	3	41	Web
MGMT 64033 250 - ORGANIZATIONAL BEHAVIOR LDRSHP	3	26	Web
<b>Total</b>	<b>18</b>	<b>118</b>	
<b>Fall 2013 Courses</b>	<b>Credit Hours</b>	<b>Enrollment</b>	<b>Instruction Mode</b>
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	31	Traditional
MGMT 31433 002 - HUMAN RESOURCE MANAGEMENT	3	28	Web
MGMT 31433 H03 - HNRS HUMAN RESOURCE MANAGEMENT	3	1	Traditional
MGMT 31533 002 - ORGANIZATIONAL BEHAVIOR	3	39	Web
MGMT 41433 001 - ORGANIZATIONAL CHANGE AND DEV	3	33	Web
MGMT 429V3 001 - SPECIAL PROBLEMS	3	3	Non Traditional
<b>Total</b>	<b>18</b>	<b>135</b>	
<b>Summer 2013 Courses</b>	<b>Credit Hours</b>	<b>Enrollment</b>	<b>Instruction Mode</b>
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	14	Web
MGMT 31533 002 - ORGANIZATIONAL BEHAVIOR	3	36	Web
MGMT 31533 003 - ORGANIZATIONAL BEHAVIOR	3	1	Web Assisted
MGMT 31633 001 - LABOR RELATIONS COLL BARGAIN	3	13	Web
MGMT 41733 001 - COMPENSATION MANAGEMENT	3	12	Web
<b>Total</b>	<b>15</b>	<b>76</b>	

Spring 2013 Courses	Credit Hours	Enrollment	Instruction Mode
IBS 61433 001 - INTERNATNL HUMAN RESOURCE MGMT	3	5	Traditional
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	33	Compressed Video Sending
MGMT 31433 002 - HUMAN RESOURCE MANAGEMENT	3	5	Compressed Video Receiving
MGMT 31433 003 - HUMAN RESOURCE MANAGEMENT	3	6	Compressed Video Receiving
MGMT 31433 004 - HUMAN RESOURCE MANAGEMENT	3	1	Compressed Video Receiving
MGMT 31533 002 - ORGANIZATIONAL BEHAVIOR	3	42	Traditional
MGMT 429V3 001 - SPECIAL PROBLEMS	3	3	Non Traditional
MGMT 429V3 002 - SPECIAL PROBLEMS	3	1	Traditional
<b>Total</b>	24	96	
Fall 2012 Courses	Credit Hours	Enrollment	Instruction Mode
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	22	Traditional
MGMT 31433 002 - HUMAN RESOURCE MANAGEMENT	3	31	Web
MGMT 31433 H01 - HNRS HUMAN RESOURCE MANAGEMENT	3	1	Traditional
MGMT 31633 001 - LABOR RELATIONS COLL BARGAIN	3	9	Traditional
<b>Total</b>	12	63	
Summer 2012 Courses	Credit Hours	Enrollment	Instruction Mode
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	13	Web
MGMT 31533 002 - ORGANIZATIONAL BEHAVIOR	3	29	Web
MGMT 31633 001 - LABOR RELATIONS COLL BARGAIN	3	11	Web
MGMT 41733 001 - COMPENSATION MANAGEMENT	3	14	Web
<b>Total</b>	12	67	

<b>Spring 2012 Courses</b>	<b>Credit Hours</b>	<b>Enrollment</b>	<b>Instruction Mode</b>
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	42	Web
MGMT 31533 003 - ORGANIZATIONAL BEHAVIOR	3	45	Web
MGMT 41733 001 - COMPENSATION MANAGEMENT	3	18	Web
MGMT 41733 002 - COMPENSATION MANAGEMENT	3	1	Web
<b>Total</b>	<b>12</b>	<b>106</b>	
<b>Fall 2011 Courses</b>	<b>Credit Hours</b>	<b>Enrollment</b>	<b>Instruction Mode</b>
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	30	Traditional
MGMT 31433 002 - HUMAN RESOURCE MANAGEMENT	3	34	Web
MGMT 31633 001 - LABOR RELATIONS COLL BARGAIN	3	8	Traditional
<b>Total</b>	<b>9</b>	<b>72</b>	
<b>Summer 2011 Courses</b>	<b>Credit Hours</b>	<b>Enrollment</b>	<b>Instruction Mode</b>
IBS 61433 001 - INTERNATNL HUMAN RESOURCE MGMT	3	7	Traditional
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	11	Web
MGMT 31533 002 - ORGANIZATIONAL BEHAVIOR	3	33	Web
MGMT 31633 001 - LABOR RELATIONS COLL BARGAIN	3	12	Web
MGMT 429V3 002 - SPECIAL PROBLEMS	3	2	Non Traditional
<b>Total</b>	<b>15</b>	<b>65</b>	
<b>Spring 2011 Courses</b>	<b>Credit Hours</b>	<b>Enrollment</b>	<b>Instruction Mode</b>
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	22	Compressed Video Sending
MGMT 31433 002 - HUMAN RESOURCE MANAGEMENT	3	17	Compressed Video Receiving

MGMT 31433 003 - HUMAN RESOURCE MANAGEMENT	3	3	Compressed Video Receiving
MGMT 31433 004 - HUMAN RESOURCE MANAGEMENT	3	2	Compressed Video Receiving
MGMT 31733 001 - SPECIAL TOPICS IN HR	3	6	Traditional
MGMT 41733 001 - COMPENSATION MANAGEMENT	3	14	Web
<b>Total</b>	<b>18</b>	<b>64</b>	
<b>Fall 2010 Courses</b>	<b>Credit Hours</b>	<b>Enrollment</b>	<b>Instruction Mode</b>
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	31	Traditional
MGMT 31433 002 - HUMAN RESOURCE MANAGEMENT	3	32	Web
MGMT 31633 001 - LABOR RELATIONS COLL BARGAIN	3	13	Traditional
<b>Total</b>	<b>9</b>	<b>76</b>	
<b>Summer 2010 Courses</b>	<b>Credit Hours</b>	<b>Enrollment</b>	<b>Instruction Mode</b>
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	30	Web
MGMT 31533 002 - ORGANIZATIONAL BEHAVIOR	3	29	Web
MGMT 31633 001 - LABOR RELATIONS COLL BARGAIN	3	9	Web
MGMT 41733 001 - COMPENSATION MANAGEMENT	3	10	Web
<b>Total</b>	<b>12</b>	<b>78</b>	
<b>Spring 2010 Courses</b>	<b>Credit Hours</b>	<b>Enrollment</b>	<b>Instruction Mode</b>
MGMT 31433 001 - HUMAN RESOURCE MANAGEMENT	3	35	Compressed Video Sending
MGMT 31433 002 - HUMAN RESOURCE MANAGEMENT	3	5	Compressed Video Receiving
MGMT 31433 003 - HUMAN RESOURCE MANAGEMENT	3	2	Compressed Video Receiving
MGMT 31733 001 - SPECIAL TOPICS IN HR	3	8	Compressed Video Sending

MGMT 41733 001 - COMPENSATION MANAGEMENT	3	22	Web
<b>Total</b>	15	72	

## Scholarly Contributions and Creative Productions

### Journal Publication

#### *Completed/Published*

- Marler, L., Fuller, Jr., J. B., Hester, K., & Otondo, R. (2015). Leader Reactions to Proactive Behavior: Giving Credit When Credit is Due. *Human Relations, 68*(6), 879–898.
- Fuller, J. B., Marler, L., & Hester, K. (2012). Bridge Building within the province of Proactivity. *Journal of Organizational Behavior*.
- Gibney, R., Zagenczyk, T., Fuller, B., Hester, K., & Caner, T. (2011). Exploring Organizational Obstruction and the Expanded Model of Organizational Identification. *Journal of Applied Social Psychology, 5*(41), 1083–1109.
- Fuller, B., Hester, K., & Cox, S. (2010). Proactive Personality and Job Performance: Exploring Job Autonomy as a Moderator. *Journal of Managerial Issues, XXII*(1), 35–51.
- Fuller, B., Hester, K., Barnett, T., Beu, D., Frey, L., & Relyea, C. (2009). Extending the Group Engagement Model: An Examination of the Interactive Effects of Prestige, Respect, and Employee Role Identity. *Journal of Managerial Issues, 30*(1).
- Twigg, N., Fuller, B., & Hester, K. (2008). Transformational Leadership in Labor Organizations: The Effects on Union Citizenship Behaviors. *Journal of Labor Research, 29*(1), 27–41.
- Fuller, B., Hester, K., Barnett, T., Frey, L., & Relyea, C. (2007). Chameleons and Proactive Behavior: Selectively Using Voice as an Image Enhancement Strategy. *Journal of Managerial Issues, Vol. 19*(1), pp. 134–151.
- Fuller, J. B., Barnett, T., Hester, K., Frey, L., & Relyea, C. (2007). Exploratory Examination of Voice Behavior from an Impression Management Prospective. *Journal of Managerial Issues, Vol. 19*(1), pp. 134–151.
- Fuller, B., & Hester, K. (2007). Procedural Justice and the Cooperative Worker: An Interactional Model of Union-Supportive Behavior. *Journal of Labor Research, 28*(1), 189–202.
- Fuller, B., Hester, K., Marler, L., Frey, L., & Relyea, C. (2006). Construed External Image and Organizational Identification: A Test of the Moderating Influence of Need for Esteem. *Journal of Social Psychology, 146*(6), pp. 701–716.
- Fuller, B., Hester, K., Barnett, T., Frey, L., Relyea, C., & Beu, D. (2006). Perceived External Prestige and Internal Respect: New Insights into the Organizational Identification Process. *Human Relations, 59*(6), 815–846.
- Fuller, B., Hester, K., Frey, L., Relyea, C., & Barnett, T. (2006). Perceived Organizational Support and Perceived External Prestige: Predicting Organizational Attachment for University Faculty, Staff, and Administrators. *Journal of Social Psychology, 146*(3), 327–347.
- Fuller, B., Hester, K., & Marler, L. (2006). Promoting Felt Responsibility for Constructive Change and Proactive Behavior: A Structural and Socio-Structural Approach. *Journal of Organizational Behavior, 27*(8), pp. 1089–1120.
- Fuller, B., Hester, K., Barnett, T., & Relyea, C. (2003). A Social Identity Perspective on the Relationship between Perceived Organizational Support and Organizational Commitment.



*Journal of Social Psychology*, 146(6), pp.789–791.

Hester, K., & Fuller, B. (2001). A Closer Look at How Justice Perceptions Influence Participation in Union Activities. *Journal of Applied Psychology*, 86(6), pp.1096–1105.

Hester, K., & Fuller, B. (2001). Building Union Commitment: The Impact of Parental Attitudes and Participation. *Labor Studies Journal*, 26(2), pp.17–30.

Hester, K., & Fuller, B. (1999). An Extension of the Family Socialization Model of Union Attitudes. *Journal of Social Psychology*, 139(3), pp.396–398.

Hester, K., & Fuller, B. (1999). Comparing the Sample-Weighted and Unweighted Meta-Analysis: An Applied Perspective. *Journal of Management*, 8, pp.803–828.

Hester, K., & Fuller, B. (1998). The Effect of Labor Relations Climate on the Union Participation Process. *Journal of Labor Research*, 19(1), pp.173–187.

Hester, K., & Fuller, B. (1997). Another Look at Pre-Employment Predictors of Union Attitudes. *Psychological Reports*, 81, pp.1327–1330.

Hester, K., Scott, C., & Arnold, E. (1997). Employer-Initiated Elections, 1968-1991. *Journal of Labor Research*, 19(2), pp.315–331.

#### *Submitted*

Liu, Y., Fuller, B., Hester, K., Simmering-Dickerson, M., & Bennett, R. (2013). Linking Authentic Leadership to Subordinate Behaviors: An Exploration of Psychological Mechanisms. *Journal of Organizational Behavior*.

#### *In Progress*

Fuller, Jr, B., Marler, L., & Hester, K. (n.d.). Using performance theory to better understand proactive engagement at work. *Journal of Organizational Behavior*.

### **Proceedings Publication**

#### *Completed/Published*

Liu, Y., Fuller, J. B., Hester, K., Simmering-Dickerson, M., & Bennett, R. (2012). Linking Authentic Leadership to Organizational Outcomes: A Mediation Role of Job Engagement. In *Southern Management Association*. Southern Management Association.

Fuller, B., Hester, K., & Cox, S. (2009). Manager Rated Affective Commitment to the Organization: Exploring New Antecedents and Outcomes. Oklahoma: Southwest Academy of Management Association.

Fuller, B., Hester, K., Marler, L., Frey, L., & Relyea, C. (2006). Construed External Image and Organizational Identification: A Test of the Moderating Influence of Need for Esteem. Southwest Academy of Management Association.

Hester, K., Fuller, B., Marler, L., Frey, L., & Relyea, C. (2006). Construed External Image and Organizational Identification: A Test of the Moderating Influence of Need for Esteem. Southwest Academy of Management Association.

Fuller, B., Hester, K., Barnett, T., Frey, L., & Relyea, C. (2006). Extending the Group Engagement Model: An Examination of the Interactive Effects of Prestige, Respect, and Employee Role Identity. Southwest Academy of Management Association.

Hester, K., Fuller, B., Barnett, T., Frey, L., & Relyea, C. (2006). Extending the Group Engagement Model: An Examination of the Interactive Effects of Prestige, Respect, and Employee Role Identity. OK: Southwest Academy of Management Association.

Marler, L., Hester, K., & Fuller, B. (2005). Promoting Felt Responsibility for Constructive Change and Voice Behavior: A Structural and Socio-Structural Approach. Southern Management Association.

Hester, K., Marler, L., & Fuller, B. (2005). Promoting Felt Responsibility for Constructive

Change and Voice Behavior: A Structural and Socio-Structural Approach. Southern Management Association.

Hester, K., Twigg, N., & Fuller, B. (2004). Fostering Covenantal Relationships in Labor Organizations: A Fresh Look at Perceived Union Support. Southern Management Association.

Fuller, J. B., Barnett, T., Hester, K., Frey, L., & Relyea, C. (2004). Voice and Helping Behaviors: Contrasting Effects of Personality Situation Interactions (pp. pp. 217–222). Southern Management Association.

Hester, K., Fuller, B., Barnett, L., Relyea, C., & Frey, L. (2004). Voice and Helping Behaviors: Contrasting Effects of Personality-Situation Interactions. Southern Management Association.

Hester, K., & Bain, T. (2000). Similarities and Differences in European Works Council Agreements (pp. pp.45–51). Industrial Relations Research Association.

Hester, K., & Fuller, B. (2000). The Influence of Individualism/Collectivism and Justice on Union Participation (pp. pp.165–170). Southwest Academy of Management.

Hester, K., & Fuller, B. (1998). Extending the Family Socialization Models of Attitude Development to the Unionized Work Context (pp. pp.160–164). Southern Management Association.

## Presentation

### *Completed/Published*

Hester, K., Marler, L., & Fuller, Jr., J. B. (2012, August). *Leader Reactions to Proactive Behavior: Giving Credit When Credit is Due*. Academy of Management Annual Meeting. Boston, MA: Academy of Management.

Hester, K., Gibney, R., Zegencyk, T., Fuller, B., & Caner, T. (2007, August). *Organizational Support and Obstruction: Exploring the Need for an Expanded View of Exchange in Organizations*. Academy of Management National Conference. Philadelphia, PA.

Hester, K., Fuller, B., & Marler, L. (2007, August). *Using Performance-Based Theory to Better Understand Proactive Engagement at Work*. Academy of Management National Conference. Philadelphia, PA.

Hester, K., & Fuller, B. (2005, August). *Proactive Personality, Taking Charge, and Performance: Analyzing Autonomy as a Moderator*. Academy of Management National Conference. Honolulu, HI.

Hester, K. (2004, December). *Perceived Organizational Support and Perceived External Prestige: A Two-Dimensional Social Exchange Model*. Southern Academy of Management Annual Conference. San Antonio, TX.

Hester, K. (2004, December). *Voice and Helping Behaviors: Contrasting Effects of Personality Situation Interactions*. Southern Management Association. San Antonio, TX.

Hester, K. (2003, December). *Cosmopolitans and Locals: Toward a Greater Understanding of Organizational Support and Prestige*. Annual Meeting. Seattle, WA: Academy of Management.

Hester, K. (2003, August). *Cosmopolitans and Locals: Toward a Greater Understanding of Organizational Support and Prestige*. Academy of Management National Conference. Seattle, WA.

Hester, K., & Bain, T. (2001, June). *European Works Council Directive-HR/IR Strategies of Multinational Companies*. Sixth European International Industrial Relations Conference. Oslo, Norway.

Hester, K., & Bain, T. (2000, April). *Carrot or Stick: How Multinational Companies Reacted to the European Works Council Directive*. Conference on Multinational Companies and Emerging Workplace Issues: Practice, Outcomes, and Policy. Douglas A. Fraser Center for Workplace Issues, Wayne State University. Wayne State University.

Hester, K., & Fuller, B. (1998, August). *Extending the Social Exchange Model of Union Commitment: An Examination of Steward Leadership and Union Justice*. Academy of Management National Conference. San Diego, CA.

## **Book**

*Completed/Published*

Hester, K., & Bain, T. (2003). *Carrot or Stick: How MNCs Have Reacted to the European Works Council Directive* (pp. pp.305–327). *Multinational Companies and Transnational Workplace Issues*.

## **Review Articles**

*Completed/Published*

Hester, K. (2000). Union and Workplace Reorganization, 3.

## **Funding for Research and Creative Activities**

No activities entered.

## **University Committees**

### **College**

MGMT. & MKTG. PRT Committee (College of Business) Summer 2014 - Spring 2015  
[Responsibility: Member]

MGMT. & MKTG. Grievance Committee (College of Business) Spring 2014 - Fall 2015  
[Responsibility: Member]

Faculty Awards (College of Business) Spring 2014 - Fall 2015 [Responsibility: Member]

Undergraduate Curriculum (College of Business) Spring 2014 - Fall 2015 [Responsibility: Member]

MGMT. & MKTG. Undergraduate Curriculum Committee (College of Business) Spring 2014 - Fall 2015 [Responsibility: Member]

MGMT. & MKTG. Internship Committee (College of Business) Spring 2014 - Fall 2015  
[Responsibility: Chair]

Scholarship and Honors (College of Business) Summer 2013 - Ongoing [Responsibility: Member]

Faculty Search Committee (College of Business) Summer 2013 - Ongoing [Responsibility: Member]

Undergraduate Graduation & Academic Appeals (College of Business) Spring 2012 - Ongoing [Responsibility: Member]

Promotion, Retention, and Tenure (College of Business) Fall 2009 - Spring 2011  
[Responsibility: Member]

Promotion, Retention, and Tenure (College of Business) Summer 2009 - Summer 2012  
[Responsibility: Chair]

Management & Marketing PRT Committee (College of Business) Spring 2009 - Fall 2012  
[Responsibility: Chair]

Faculty Awards Committee (College of Business) Fall 2008 - Summer 2014 [Responsibility:

Member]

Accounting & Law PRT Committee (College of Business) Spring 2007 - Fall 2009

[Responsibility: Member]

Faculty Search Committees (College of Business) Spring 2006 - Fall 2006 [Responsibility: Member]

Management & Marketing Search Committees (College of Business) Spring 1999 - Fall 2004 [Responsibility: Member]

Undergraduate Curriculum Committee (College of Business) Spring 1999 - Fall 2007 [Responsibility: Member]

Fringe Benefits Committee (College of Business) Spring 1997 - Fall 2009 [Responsibility: Member]

General Education Committee (College of Business) Spring 1997 - Fall 2009 [Responsibility: Member]

Student Disciplinary Committee (College of Business) Spring 1997 - Fall 2009 [Responsibility: Member]

Undergraduate Curriculum Committee (College of Business) Spring 1997 - Fall 2009 [Responsibility: Member]

Faculty Development Committee (College of Business) Spring 1997 - Fall 2009 [Responsibility: Chair]

Undergraduate Curriculum Committee (College of Business) Spring 1997 - Fall 2009 [Responsibility: Chair]

Promotion, Retention, & Tenure Accounting & Law Dept. (College of Business) Spring 1997 - Fall 2009 [Responsibility: Member]

Reaffirmation Committee (College of Business) Spring 1997 - Fall 2009 [Responsibility: Chair]

Disabilities Committee (College of Business) Spring 1997 - Fall 2009 [Responsibility: Member]

## University Service other than Committees

### **undetermined**

Faculty Search Committees (University) Spring 1998 - Fall 2001

SHRM (University) Spring 1997 - Fall 2004

Northeast Arkansas SHRM (University) Spring 1997 - Fall 2004

Human Resources Management program (University) Spring 1997 - Ongoing

## Service to the Community

Human Resources Presentation, Jonesboro Chamber of Commerce Summer 2015 - Ongoing [Scope: Local]

## Service to Professional Organizations

Reviewer, Textbook, McGraw-Hill/Irwin Spring 2005 - Fall 2005

## Honors and Awards

Best Paper, Southwest Academy of Management, 2009

College of Business Faculty Award for Research in 2001, Arkansas State University, 2006

College of Business Faculty Award for Research in 2001, 2002

Best Paper Award, Southwestern Management Association Annual Conference, 2000

Dean's Service Award, College of Commerce & Business Administration/University of Alabama, 1997

Dean's Service Award, College of Commerce & Business Administration/University of Alabama, 1996

Excellence in Research by Doctoral Student, College of Business/University of Alabama, 1996

Excellence in Research by Doctoral Student, University of Alabama, 1996

Irwin Best Doctoral Student Paper Award, Human Resources/Career Track, Southern Management Association, 1996

Doctoral Fellow, Doctoral Consortium for Organizational Behavior/Human Resources Track, Academy of Management, 1995

Irwin Best Doctoral Student Paper Award, Human Resources/Career Track, Southern Management Association, 1995

Sage Memorial Best Doctoral Paper Award, Research Methods Division/Academy of Management, 1995

## Membership

No activities entered.

## Professional Development

Astate Teaching and Learning Symposium, Jonesboro, Arkansas Fall 2015 - Ongoing

Human Resources Management Conference, Tuscaloosa, AL, 3 Hours Fall 2013

Human Resources Management Conference, Tuscaloosa, AL, 3 Hours Fall 2011

Human Resources Management Conference, Tuscaloosa, AL, 3 Hours Fall 2009

## Teaching: Evidence of Quality Teaching Other than Evaluations

No activities entered.

## Activity Distribution

No activities entered.