

CURRICULUM VITAE

James W. Bishop

Associate Professor of Management

Department of Management
New Mexico State University
Las Cruces, NM 88003

Office: (575) 646-3096
FAX: (575) 646-1372
e-mail: jbishop@nmsu.edu

EDUCATION

Ph.D. Virginia Polytechnic Institute and State University. R. B. Pamplin College of Business: 1995.

Major: Organizational Behavior/Human Resource Management

Minor: Statistics

Dissertation: An Empirical Test of Multiple Foci of Commitment in a Work Team Environment

Dissertation Chair: K. Dow Scott, Ph.D.

MBA Virginia Polytechnic Institute and State University. R. B. Pamplin College of Business.

Major: Finance

BS Wake Forest University.

Major: Mathematics; Minor: Physics

Research Interests:

Commitment in the workplace; Work teams and Team Productivity; Research Methods

RESEARCH

REFEREED ACADEMIC JOURNAL ARTICLES

- Mendez, M.J., Howell, J.P., & Bishop, J.W. (2014). Beyond the unidimensional collective leadership model. Leadership and Organization Development Journal (Forthcoming).
- Daily, B. F., Bishop, J. W., & Maynard-Patrick, S. (2013). Practicing what we teach: Applying organizational behavior theory to academic success. Journal of Managerial Issues, 25(1): 8-25.
- Al Arkoubi, K., Bishop, J. W., & Scott, K. D. (2013). An investigation of the determinants of turnover intention among truck drivers in the USA. Journal of Advances in Management, 6(3): 55-61.
- Elias, S. E., Barney, C. E., & Bishop, J. W. (2013). The treatment of self-efficacy among psychology and management scholars. Journal of Applied Social Psychology, 43(4): 811-822.
- Mahajan, A., Bishop, J. W., & Scott, K. D. (2012). Does trust in top management mediate top management communication, employee involvement and organizational commitment relationships? Journal of Managerial Issues, 24(2): 173-190.
- Daily, B. F., Bishop, J. W., & Massoud, J. A. (2012). The role of training and empowerment in environmental performance: A study of the Mexican Maquiladora industry. International Journal of Operations and Production Management, 32(5): 631-647.
- Shields, J., Scott, K. D., Bishop, J. W., & Goelzer, P. (2012). Pay perceptions and their relationships with cooperation, commitment and intent to quit: A field study. International Studies of Management & Organization, 42(1): 68-86.
- Massoud, J. A., Daily, B. F., & Bishop, J. W. (2011). Perceptions of environmental management systems: An examination of the Mexican manufacturing sector. Industrial Management & Data Systems, 111(1): 5-19.
- Daily, B. F., Bishop J. & Govindarajulu, N. (2009). A conceptual model for organizational citizenship behavior directed toward the environment (OCBE). Business and Society, 48: 243-256.
- Massoud, J. A., Daily, B. F., & Bishop, J. W. (2008). Reward for environmental performance: Using the Scanlon plan as a catalyst to green organizations. International Journal of Environment, Workplace, and Employment, 4(1): 15-31.
- Daily, B. F., Bishop, J. W., & Steiner, R. (2007). The mediating role of EMS teamwork as it pertains to HR factors and perceived environmental performance. Journal of Applied Business Research, 23(1): 95-110.
- McQuitty, S., & Bishop, J. W. (2006). Issues in multi-item scale testing and development using structural equation models. Journal of Applied Measurement, 7(1): 117-128.

- Kuratko, D. F., Hornsby, J. S., & Bishop, J. W. (2005). Managers' corporate entrepreneurial actions and job satisfaction. The International Entrepreneurship & Management Journal, 1(3): 275-291.
- Watson, G. W., Scott, K. D., Bishop, J. W., & Turnbeaugh, T. (2005). Dimensions of interpersonal relationships and safety in the steel industry. Journal of Business and Psychology, 19(3): 303-318.
- Goldsby, M. G., Kuratko, D., & Bishop, J. W. (2005). Entrepreneurship & fitness: An examination of rigorous exercise and goal attainment among small business owners. Journal of Small Business Management, 43(1): 78-92.
- Bishop, J. W., Scott, K. D., Goldsby, M. G., & Cropanzano, R. L. (2005). A construct validity study of commitment and perceived support variables: A multi-foci approach across different team environments. Group & Organization Management, 30(2): 153-180.
- Daily, B. F., & Bishop, J. W. (2003). TQM workforce factors and employee involvement: The pivotal role of teamwork. Journal of Managerial Issues, 15(4): 393-412.
- Scott, K. D., Bishop, J. W., & Chen, X. (2003). An examination of the relationship of employee involvement with job satisfaction, employee cooperation, and intent to quit in U.S. invested enterprise in China. International Journal of Organization Analysis, 11(1): 3-19.
- Wang, L., Bishop, J. W., Chen, X., & Scott, K. D. (2002). Collectivist Orientation as a Predictor of Organizational Commitment: A Study Conducted in China. International Journal of Organizational Analysis, 10: 226-239.
- Bishop, J. W., Goldsby, M. G., & Neck, C. P. (2002). Who goes? Who cares? Who stays? Who wants to? The role of contingent workers and corporate layoff practices. Journal of Managerial Psychology, 17(4): 298-315.
- Bishop, J. W., & Scott, K. D. (2000). Organizational and team commitment in a team environment. Journal of Applied Psychology, 85(3): 439-450.
- Bishop, J. W., Scott, K. D., & Burroughs, S. M. (2000). Support, commitment, and employee outcomes in a team environment. Journal of Management, 26(6): 1113-1132.
- Bishop, J. W. (2000). Do layoff practices matter? Their relationship to commitment and perceived organizational support of permanent and temporary employees. Academy of Strategic and Organizational Leadership Journal, 3(2): 29-38.
- Bishop, J. W., & Scott, K. D. (1996). Multiple foci of commitment in a work team environment. In J. B. Keys and L. N. Dosier (eds.) Best Papers Proceedings of the Academy of Management: 269-273. Cincinnati.
Recipient of the Organizational Behavior Division's Best Paper Award.
- Veliyath, R., & Bishop, J. W. (1995). The link between CEO compensation and firm performance: Empirical evidence of labor market norms. International Journal of Organizational Analysis, 3(3): 268-283.

REFEREED PRACTITIONER JOURNAL ARTICLES

- Scott, K. D., Morajda, D., & Bishop, J. W. (2005). Employee opinion surveys in the internet age: Remember the fundamentals. WorldatWork Journal, 14(4): 32-42.
- Bishop, J. W., & Mahajan, A. (2005). The use of teams in organizations: When a good idea isn't and when a good idea goes bad. LabMedicine, 36(5): 281-285.
- Scott, K. D., Shives, G. K., Bishop, J. W., & Cerra, V. A. (2004). Building a company culture that drives performance: A case study. WorldatWork Journal, 13(1): 46-54. (formerly Journal of the American Compensation Association).
- Scott, K. D., Floyd, J., Benson, P., & Bishop, J. W. (2002). The impact of the Scanlon Plan on retail store performance. WorldatWork Journal (formerly Journal of the American Compensation Association), 11(3): 25-31.
- Scott, K. D., Morajda, D., & Bishop, J. W. (2002). Increase company competitiveness: "Tune up" your pay system. WorldatWork Journal (formerly Journal of the American Compensation Association), 11(1): 35-42.
- Bishop, J. W. (1997). Performance and retention of professional employees who work in teams: The effects of commitment and support. Clinical Laboratory Management Review, May/June, 12(3): 150-158.
- Bishop, J. W., & Scott, K. D. (1997). How commitment affects team performance. HRMagazine, 42(2): 107-111.
- Recipient of the 1996 Society of Human Resource Management Yoder-Heneman Award for Research Excellence.**

REFEREED BOOK CHAPTERS

- Bishop, J. W., Scott, K. D., Maynard-Patrick, S., & Wang, L. (2013). Teams, Team Process, and Team Building. In L. Garcia and J. C. H. Steele, Jr. (eds.) Clinical laboratory management in the 21st century, Santa Monica, CA: LSG & Associates.
- Bishop, J. W., & Wang, L. (2004). Teams, Team Process, and Team Building. In L. Garcia and J. C. H. Steele, Jr. (eds.) Clinical laboratory management in the 21st century, Chapter 18: 333-351. Santa Monica, CA: LSG & Associates.
- Chen, X., Bishop, J. W., & Scott, K. D. (2000). Teamwork in China: Where reality challenges theory and practice. In J. T. Li, A. Tsui, & E. Welden (eds.) Management and organizations in China. Macmillan Press. Chapter 10: 269-282.

REFEREED PROCEEDINGS

- Daily, B. F., Govindarajulu, N., Bishop, J. W., & Palacios-Wulschner, S. (2012). A conceptual model to explain how citizenship behaviors mediate the roles of support on perceived environmental and quality performance. Proceedings of the South West Decision Sciences Institute @ Federation of Business Disciplines. Albuquerque, NM.
- Bishop, J. W., Scott, K. D., & Daily, B. F. (2011). Integrating role theory and self-belief theory to investigate the commitment-performance relationship from a multiple foci of commitment perspective. Proceedings of the Annual Meeting of the Southern Management Association. October, Savanna, Georgia.
- Elias, S. M., Bishop, J. W., Maynard-Patrick, S., & Helmuth, C. (2011). Restrictive control as a moderator of perceived organizational support: A new view of restrictive control. Proceedings of the Annual Meeting of the Southern Management Association. October, Savanna, Georgia.
- Daily, B. F., Bishop, J. W., & Turner, M. J. (2011). Employing organizational behavior theories and principles to explain and predict student success. Proceedings of the South West Decision Sciences Institute @ Federation of Business Disciplines. Houston, TX.
Recipient of the 2011 Alpha Iota Delta Innovative Education Paper Award.
- Bishop, J. W., Scott, K. D., & Daily, B. F. (2010). Multiple foci of commitment, moderated mediation, and context: An integrative approach to the commitment-performance relationship. Proceedings of the 2010 Conference on Commitment, The Ohio State University, Columbus, Ohio.
- Bishop, J. W., Scott, K. D., & Daily, B. F. (2010). Multiple approaches to the commitment-performance relationship. Proceedings of the Annual Meeting of the Southern Management Association. October, St. Pete Beach, Florida.
- Bishop, J. W., Elias, S. M., Turner, M. J., & Barney, C. E. (2009). The organizational commitment questionnaire (OCQ) and the affective commitment scale (ACS): Do they measure the same thing? Proceedings of the Annual Meeting of the Southern Management Association. November, Asheville, North Carolina.
- Bishop, J. W., & Scott, K. D. (2007). Performance differences among self-directed work teams: A multilevel approach. Proceedings of the Annual Meeting of the Southern Management Association. November, Nashville, Tennessee.
- Bishop, J. W., Daily, B. F., Scott, K. D., & Lara, R. (2006). Police officers' performance and intent to quit: The role of professional commitment. South West Decision Sciences Institute @ Federation of Business Disciplines. Oklahoma City, Oklahoma.
- Scott, K. D., Morajda, D., & Bishop, J. W. (2005). Employee opinion surveys: The use and misuse of an important tool. South West Decision Sciences Institute @ Federation of Business Disciplines. Dallas, Texas.

- Daily, B. F., Bishop, J. W., & Steiner, R. (2003). The impact of human resource management practices on employee perceptions of environmental performance. Proceedings of the Annual Meeting of the Decision Sciences Institute.
- Bishop, J. W., Chen, X., & Scott, K. D. (2002). Are Chinese willing to work in teams: The moderating role of co-worker support. In M. Schnake and S. Barr (eds.), Proceedings of the Annual Meeting of the Southern Management Association. November 6-9, 2002, Atlanta.
- Bishop, J. W., Cropanzano, R. L., Scott, K. D., & Goldsby, M. G. (2002). How felt responsibility is predicted from support and commitment in work team environments. In M. Schnake and S. Barr (eds.), Proceedings of the Annual Meeting of the Southern Management Association. November 6-9, 2002, Atlanta.
- Watson, G. W., Bishop, J. W., Scott, K. D., & Turnbeaugh, T. (2001). A social capital approach to workplace safety. In M. Schnake and S. Barr (eds.), Proceedings of the Annual Meeting of the Southern Management Association. November 6-11, 2001, New Orleans.
- Daily, B. F., & Bishop, J. W. (2001). The relationship between TQM workforce factors and employee involvement: An empirical analysis. In M. Schnake and S. Barr (eds.), Proceedings of the Annual Meeting of the Southern Management Association. November 6-11, 2001, New Orleans.
- Bishop, J. W. (2001). Leadership and Employee Support: A multiple source and social exchange perspective. Proceedings of the Annual Meeting of Southwestern Academy of Management. February 27- March 3, 2001. New Orleans, LA.
- Hoell, R. C., & Bishop, J. W. (2000). Tri-commitment? Expanding the concept of dual commitment to the team-based workplace. Proceeding of the Southern Industrial Relations Conference, October 5-7, 2000. Birmingham, Alabama.
- Bishop, J. W., Chen, X., & Scott, K. D. (1999). What drives Chinese toward teamwork? A study of U.S. invested companies in China. Proceedings of the Annual Meeting of the Southern Management Association. October 27-30. 1999. Atlanta, GA.
- Bishop, J. W., & Goldsby, M. G. (1999). Flexibility and relationships: An examination of perceived organizational support among permanent and temporary employees. Proceedings of the Annual Meeting of the Southern Management Association. October 27-30. 1999. Atlanta, GA.
- Bishop, J. W. (1999). Do layoff practices matter? Their relationship to commitment and perceived organizational support of permanent and temporary employees. In J. A. Carland & J. Carland (eds.), Proceedings of the National Conference of the Allied Academies. April 7-10, 1999. Myrtle Beach, South Carolina.
Recipient of the Best Paper Award.

- Bishop, J. W. (1999). A reanalysis of conflict and leader relationships in the Zaccaro and Dobbins (1989) study with respect to the nature of the work group and the organization. In J. A. Carland & J. Carland (eds.), Proceedings of the National Conference of the Allied Academies. April 7-10. Myrtle Beach, South Carolina.
- Bishop, J. W., Burroughs, S. M., & Scott, K. D. (1998). The differential impacts of support and commitment on organizational outcomes. In M. Schnake and S. Barr (eds.), Proceedings of the Annual Meeting of the Southern Management Association. New Orleans.
- Simendinger, E., Kraft, K. L., & Bishop, J. W. (1998). Leadership Attitude. Proceedings of the Annual Meeting of the Institute of Behavioral and Applied Management. Orlando, Florida.
- Chen, X., Bishop, J. W., & Scott, K. D. (1998). The viability of work teams in the Peoples Republic of China: Are employees able and ready? Proceedings of the Asia-Pacific Regional Organizational Society (APROS) Conference. Organized by China-Europe International Business School, Shanghai, PRC. July 14-16. Shanghai, PRC.
- Bishop, J. W. (1998). Cross cultural implications for employee support. In J. A. Carland & J. Carland (eds.), Proceedings of the National Conference of the Allied Academies. April 13-16. Myrtle Beach, South Carolina.
- Chen, X., Scott, K. D., & Bishop, J. W. (1998). Will the Chinese commit to teams and organizations? When established theories meet uncertain realities. Proceedings of the Research Conference on "Management and Organizations in China". Sponsored by the Center for Research on Organizations at the Hong Kong University of Science and Technology (HKUST). January 15-17. Hong Kong.
- Bishop, J. W., Chen, X., & Scott, K. D. (1997). The transferability of teamwork across cultures: Its implications for global HR management. In M. Schnake and S. Barr (eds.), Proceedings of the Annual Meeting of the Southern Management Association: 91-93. Atlanta.
- Bishop, J. W. (1997). The impact of layoff practices on the perceived organizational support of permanent and temporary workers. In J. A. Carland & J. Carland (eds.), Proceedings of the National Conference of the Allied Academies: 20-24. Las Vegas.
- Scott, K. D., Casino, L. S., & Bishop, J. W. (1996). Determinants of team effectiveness: A test of Hackman's (1987) normative model of group effectiveness. Proceedings of the Annual Advanced Concepts Conference for the Center for Study of Work Teams. North Texas State University.
- Bishop, J. W. (1995). Multiple foci of commitment in a work team environment: An international perspective. Proceedings of the Fourth Annual Miles International Conference. El Paso, Texas.
- Bishop, J. W. (1994). The effect of the fit between corporate strategy and management training on performance and commitment. Proceedings of the Organizational Studies Doctoral Student Conference. Seattle.

- Bishop, J. W. (1994). Carnegie, Taylor, Scanlon: Down the road to increased productivity and up Maslow's pyramid. Proceedings of the Organizational Studies Doctoral Student Conference. Seattle.
- Bishop, J. W. (1993). A theoretical model for the examination of the effects of the Scanlon Plan financial incentive on the relationship between employee participation and performance. Proceedings of the Organizational Studies Doctoral Student Conference: 6-7. Albany.
- Bishop, J. W. (1993). Corporate strategy and management training objectives: A conceptualization of their effects on firm performance. Proceedings of the Organizational Studies Doctoral Student Conference: 8-9. Albany.
- Bishop, J. W., & Veliyath, R. (1991). The mix of executive compensation and the mix of shareholder returns: A conceptualization of their relationship. In D. F. Ray and M. E. Schnake, Proceedings of the Annual Meeting of the Southern Management Association: 20-23. Atlanta.

REFEREED PRESENTATIONS

- Bishop, J. W., Scott, K. D., & Daily, B. F. (2010). Multiple foci of commitment, moderated mediation, and context: An integrated examination of the commitment-performance relationship. Second Conference on Commitment, The Ohio State University, Columbus, Ohio.
- Bishop, J. W., Elias, S. E., Turner, M. J., & Barney, C. E. (2010). The (mis)alignment of construct names, definitions, and measures: The case of the OCQ and the ACS. Annual Meeting of the Academy of Management, Montreal, Canada.
- Bishop, J. W., Scott, K. D., & Daily, B. F. (2009). Commitment and job performance: The mediating role of felt responsibility. Annual Meeting of the Academy of Management, Chicago, Illinois.
- Scott, K. D., & Bishop, J. W. (2008). How individual effort and team support mediate the relationship between commitment and performance. Annual Meeting of the Academy of Management, Anaheim, California.
- Kuratko, D. S., Goldsby, M. G., Hornsby, J. S., & Bishop, J. W. (2008). Corporate entrepreneurship: An examination of stakeholder salience and proactiveness. Annual Meeting of the Academy of Management, Anaheim, California.
- Bishop, J. W., Daily, B. F., & Scott, K. D. (2007). Responsibility and job performance of professionals. Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.
- Bishop, J. W., Scott, K. D., & Daily, B. F. (2006). The relationship between felt responsibility and job performance among law enforcement professionals. Academy of Management Annual Meeting, Atlanta.
- Bishop, J. W., & Scott, K. D. (2004). Performance differences among self-directed work teams. Academy of Management Annual Meeting, New Orleans.

- Hornsby, J. S., Kuratko, D. S., & Bishop, J. W. (2004). The Influence of Corporate Entrepreneurial Environment on Job Satisfaction, Reinforcement Practices and Behaviors. Academy of Management Annual Meeting, New Orleans.
- Goldsby, M. G., & Bishop, J. W. (2003). The fit entrepreneur: The relationship between exercise and rewards among small business owners. Academy of Management Annual Meeting, August, Seattle, WA.
- Daily, B. F., Bishop, J. W., & Steiner, R. (2002). Employee perceptions of environmental performance: The mediating role of teamwork. Academy of Management Annual Meeting. August 9-14, Denver, CO.
- Bishop, J. W., Scott, K. D., & Goldsby, M. G. (2001). Attachment in organizations: Quo vadis? Academy of Management Annual Meeting. August 4-8, Washington, DC.
- Chen, X., Scott, K. D., & Bishop, J. W. (2001). From forced to flexible loyalty: Predicting organizational commitment in U.S.-invested enterprises in China. Human Resources Global Management Conference. June 20-22, Barcelona, Spain.
- Bishop, J. W., & Goldsby, M. G. (2000). Layoff practices, perceived organizational support, employee commitment, and intention to quit: The role of contingent workers. Academy of Management Annual Meeting. August 4-8, Toronto, Canada.
- Scott, K. D., Bishop, J. W., & Chen, X. (2000). Employee involvement, antecedents of job satisfaction, employee cooperation, and intention to quit in U.S. invested enterprises in China. Annual Meeting of the Academy of Management. August 4-8, Toronto, Canada.
- Bishop, J. W. (1998). The relationship between quality and support in the workplace. Paper presented at the Conference on Quality and Management: Quality Now and Direction for the 21st Century. February 14, Arizona State University, Tempe, AZ.
Recipient of the Human Resource Management Track's Best Paper Award.
- Bishop, J. W., Scott, K. D., & Casino, L. S. (1997). The differential effects of team commitment and organizational commitment on job performance and intention to quit. Paper presented at the Annual Meeting of the Academy of Management. Boston.
- Scott, K. D., Bishop, J. W., & Casino, L. S. (1997). An empirical test of Hackman's (1987) normative model of group effectiveness. Paper presented at the Annual Meeting of the Academy of Management. Boston.
- Bishop, J. W., & Hoell, R., (1997). Scanlon Plans and Section 8(a)(2) of the NLRA: Productivity in the balance. Paper presented at the Annual Meeting of the IRRA, New Orleans.
- Scott, K. D., Casino, L. S., Bishop, J. W., Warren, B., & Stevens, J. F. (1996). Why some teams perform better than other teams: An empirical and experience-based analysis. Paper presented at the Annual International Conference on Work Teams. North Texas State University.

REFEREED PROCEEDINGS AND PRESENTATIONS COAUTHORED WITH DOCTORAL STUDENTS

- Maynard-Patrick, S., Scandura, T. A., & Bishop, J. W. (2013). Paying it forward: Mentoring beyond the dyad. Annual Meeting of the Academy of Management, Orlando, Florida.
- Mendez, M. J., Howell, J.P., & Bishop, J.W. (2011). Beyond the unidimensional collective leadership model: Study of leadership patterns in committees. Proceedings of the conference International Academy of Management and Business. November, San Francisco.
- Maynard-Patrick, S. V., & Bishop, J. W. (2011). Professional commitment: The key to a better mentor. Proceedings of the Annual Meeting of the Southwest Academy of Management. March, Houston, Texas.
- Massoud, J. A., Daily, B. F., & Bishop, J. W. (2011). Linking organizational commitment and environmental performance in Mexico. Proceedings of the South West Decision Sciences Institute @ Federation of Business Disciplines. Houston, TX.
- Mahajan, A., Bishop, J. W., & Scott, K. D. (2010). Does trust in top management mediate the impact of employee communication and employee involvement on organizational commitment? Proceedings of the Annual Meeting of the Southern Management Association. October, St. Pete Beach, Florida.
- Mendez, M. J., Howell, J. P., & Bishop, J. W. (2010). The devil is in the details: Building on differences among authors' views of collective leadership. Annual Meeting of the Academy of Management, Montreal, Canada.
- Massoud, J., Daily, B. F., Bishop, J. W., Gibson, L. A., & Valies, J. (2008). A comparative analysis of environmental management systems: A study of the Mexican manufacturing mector. South West Decision Sciences Institute @ Federation of Business Disciplines. Houston, TX.
- Bishop, J. W., Daily, B. F., Massoud, J., & Gibson, L. A. (2007). Training and empowerment: A two-fisted approach to environmental performance in Mexico. Proceedings of the Annual Meeting of the National Decision Sciences Institute. Phoenix, Arizona.
- Massoud, J., Daily, B. F., & Bishop, J. W. (2007). Application of the Scanlon Plan as a catalyst to improve environmental performance. South West Decision Sciences Institute @ Federation of Business Disciplines. San Diego, California.
- Arkoubi, K., Bishop, J. W., & Scott, K. D. (2007). An investigation of the determinants of turnover intention among drivers. South West Decision Sciences Institute @ Federation of Business Disciplines. San Diego, California.
- Glissmeyer, M., & Bishop, J. W., (2007). Role conflict, role ambiguity, and intent to quit the organization: The case of law enforcement officers. South West Decision Sciences Institute @ Federation of Business Disciplines. San Diego, California.

- Mahajan, A., Bishop, J. W., & Scott, K. D. (2007). Effect of organizational trust and pay satisfaction on organizational commitment and intent to quit. South West Decision Sciences Institute @ Federation of Business Disciplines. San Diego, California.
- Fass, R. D., Bishop, J. W., & Glissmeyer, M. (2006). Perceived coworker support and task interdependence: A moderated model of police officers performance. South West Decision Sciences Institute @ Federation of Business Disciplines. Oklahoma City, Oklahoma.
- Glissmeyer, M., Bishop, J. W., & Fass, R. D. (2006). Law Enforcement Officers' Stress and Intent to Quit the Organization: The roles of perceived community support, perceived local government support, and perceived city manager support. South West Decision Sciences Institute @ Federation of Business Disciplines. Oklahoma City, Oklahoma.
- Bishop, J. W., & Mahajan, A. (2005). The use and misuse of teams in organizations. South West Decision Sciences Institute @ Federation of Business Disciplines. Dallas, Texas.
- Bishop, J. W., & Ge, Y. (2004). Do the Organizational Commitment Questionnaire (OCQ) and the Affective Commitment Scale (ACS) Measure the Same Thing? South West Decision Sciences Institute @ Federation of Business Disciplines. Orlando, Florida.
- Daily, B., Bishop J., & Baldwin, L. (2003). Stakeholder Management and Continuous Improvement in Higher Education: Analysis of a structural model. Proceedings of the Annual Meeting of the Southern Management Association. November, Clearwater, Florida.
- Govindarajulu, N., Daily, B. R., & Bishop, J. W. (2003). A conceptual examination of OCB in environmental improvement. Proceedings of the Annual Meeting of the Southwest Decision Sciences Institute. March 6-8, 2003, Houston, Texas.
- Wang, L, Bishop, J. W., Chen, X., & Scott, K. D. (2002). Collectivist Orientation as a Predictor of Organizational Commitment: A Study Conducted in China. Proceedings of the Annual Meeting of the International Conference of Applied Management. July 10-13, 2002, Boston.

REFEREED BOOK REVIEWS

- Bishop, J. W. (2008). Raykov, T., & Marcoulides, G. A. (2006). A first course in structural equation modeling (2nd ed.). Mahwah, NJ: Lawrence Erlbaum. Organizational Research Methods, 11(2): 408-411.

TECHNICAL REPORTS:

- Scott, K. D., Bishop, J. W., & Casino, L. S. (1995). Determinants of team performance: A second study of SLKP sewing teams. Sara Lee Knit Products.
- Scott, K. D., Bishop, J. W., & Casino, L. S. (1995). Determinants of team sewing effectiveness: A study of apparel sewing teams. National Science Foundation Technical Report.

IN-HOUSE PUBLICATIONS:

Bishop, J. W., Daily, B. F., & Lara, R. (2006). The Relationship between Felt Responsibility and Job Performance. New Mexico Business Outlook, September.

Bishop, J. W., Scott, K. W., & Morajda, D. (2006). Employee Opinion Surveys: The Fundamentals. New Mexico Business Outlook, February.

Bishop, J. W., & Wang, L. (2005). Group Process and Teams. . New Mexico Business Outlook, October.

Bishop, J. W., & Goldsby, M. G. (2004). Fitness and the Entrepreneur. New Mexico Business Outlook, June.

INVITED PRESENTATIONS:

Bishop, J. W. (2012). Entrepreneurship in Early America. Entrepreneurship Center, Ball State University, Muncie, IN.

Scott, K. W., Bishop, J. W., & Taylor, S. (2005). Does Variable Pay Affect Organizational Performance? WorldatWork Annual Meeting, New Orleans, LA.

Bishop, J. W. (2003). Research on commitment and perceived support from a multiple foci perspective: The issue of construct validity. Department of Management, University of Arizona, Tucson, Arizona.

Bishop, J. W. (2003). The care and feeding of a meaningful research stream: Digressions and meaningful digressions. Department of Management, Ball State University, Muncie, Indiana.

Bishop, J. W. (2003). Developing and nurturing a research stream. Department of Management, New Mexico State University, Las Cruces, New Mexico.

Bishop, J. W. (2002). Perceived community and political support by police officers. Las Cruces City Manager, Las Cruces, New Mexico.

Bishop, J. W. (2002). Professional commitment and support of fellow officers: A police officer perspective. Las Cruces Police Department, Las Cruces, New Mexico.

Bishop, J. W. (2000). Organizational communications: Applications and research. National Management Association, White Sands Test Facility, Las Cruces, New Mexico.

Bishop, J. W. (1996). Advantages and pitfalls of work teams. Employee meeting of SEG division of Westinghouse, Oak Ridge, Tennessee.

Bishop, J. W. (1995). Determinants of team performance. SLKP Conference and Training Session, June, Blacksburg, Virginia.

Bishop, J. W. (1995). Antecedents of team commitment and organizational commitment and some possible consequences of “unbalanced” commitment. Virginia Society of Human Resource Management Annual Conference, April, Blacksburg, Virginia.

UNDER REVISION:

Goldsby, M.G., Kuratko, D.F., Kreiser, P. M., & Bishop, J. W. (under first revision). Corporate entrepreneurship and stakeholder salience: The role of social proactiveness.

GRANTS and FUNDING AWARDS for RESEARCH and TEACHING

- 2005** \$1,000.00 College of Business Research Mini-grant: Intent to quit the organization versus intent to quit law enforcement: The relationship with subsequent performance.
- 2004** \$1,800.00 College of Business Research Mini-grant: An environmental education program for reducing thermoplastic waste in manufacturing in the El Pass/Cd. Juarez area.
- 2004** \$1,150 College of Business Research Mini-grant: Intent to quit the organization versus intent to quit law enforcement: The relationship with subsequent performance.
- 2004** \$218.00 College of Business Research Mini-grant: Do the OCQ and the ACS measure the same thing (affective commitment).
- 2004** \$67,000.00 SCERP grant from the EPA. PI Valles, J., Co-PI Daily, B. F., & Co-PI Bishop, J. W. An environmental Education Program for reducing thermoplastic waste at the U.S./Mexico border. Funded by the Southwest Center for Environmental Research and Policy. June 2004-June 2005. (It was the best rated of the projects having received critical support from EPA.)
- 2003** \$550.00 College of Business Faculty Development Grant to study multigroup techniques in structural equation modeling methods. Funds matched by Management Department.
- 2002** \$900.00 College of Business Faculty Development Grant to study advanced research methods.
- 2000-2001** \$1,400.00 College of Business Faculty Development Grant to study structural equation modeling.
- 2000-2001** \$16,000.00 Marsh Consulting for Workplace Safety Research. With K. D. Scott, principal investigator, Loyola University Chicago
- 2000-2001** \$5,000.00 College of Business Research Grant (The University of Tampa).
- 1999** \$1,750.00 Dana grant awarded by The University of Tampa to research work teams in China.
- 1998** \$500.00 scholarship award by CIBER to study International Human Resource Management at the University of Colorado at Denver's Center for International Business Education and Research (CIBER).

- 1997-1999** \$26,900.00 grant by the Center for Human Resource Management (CHRM) at the University of Illinois at Chicago to research the transferability of teamwork across cultures. Co-principle investigator with X. Chen, University of Illinois at Chicago and K. D. Scott, Loyola University of Chicago.
- 1995-1996** \$35,000.00 grant awarded by Sara Lee Knit Products to continue research on work team performance. (With K. D. Scott, Loyola University of Chicago.)
- 1996** \$2,000.00 grant awarded from the Kramer Faculty Development Fund to complete workshop for Faculty Development in International Human Resource Management (FDIHRM) at the University of Colorado at Denver's Center for International Business Education and Research (CIBER).
- 1996** \$500.00 scholarship award by CIBER to study International Human Resource Management at the University of Colorado at Denver's Center for International Business Education and Research (CIBER).
- 1995** \$350.00 award from the Graduate Student Assembly of Virginia Tech for dissertation research.
- 1993-1995** \$100,000.00 award from the National Science Foundation and Sara Lee Knit Products. Co-investigator K. D. Scott, Virginia Tech. (See Graduate School Research Related Work Experience)

TEACHING

August 2000 – present New Mexico State University

Teach undergraduate courses in:

- Human Resource Management
 - Principles of Human Resource Management
 - Human Resource Management Information Systems
 - Staffing
 - Training & Development
 - Current Topics in Human Resource Management
- Organizational Behavior
- Principles of Management
- Internship and Cooperative Education

MBA courses

- Organizational Behavior

Ph.D. Seminars

- Organizational Research Methods

Advise students on courses and programs of study.

August 1998 – May 2000 The University of Tampa (Florida)

Teach MBA and undergraduate courses (12 hours per semester plus Summer and inter-sessions)

Organizational Behavior

Human Resource Management

International Human Resource Management

Special Topics in Human Resource Management.

- Staffing
- Compensation and Benefits
- Employee Health Safety
- Labor and Employment Law

Advise students on courses and programs of study.

August 1995 - May 1998 Maryville College (Tennessee)

Teach courses (12 hours per semester plus 8-10 Senior Theses) in:

- Human Resource Management
- Organizational Behavior
- Principles of Management
- Leadership and People in Organizations
- Implementing and Managing Work Teams
- Principles of Finance
- Principles of Marketing.
- Advise students on courses and programs of study.
- Mentor and advise students on the development and writing of Senior Theses.

- Overall student evaluation: 4.6/5.0

January 1994 - May 1994 Virginia Polytechnic Institute and State University

Instructor: Department of Management.

Courses: Organizational Behavior

- Overall student evaluation: 4.77/5.0

June 1993 - August 1993 Virginia Polytechnic Institute and State University

Instructor: Department of Management.

Courses: Management Theory & Practice

- Overall student evaluation: 4.8/5.

May 1992 - June 1992 Virginia Polytechnic Institute and State University

Instructor: Department of Management.

Courses: Management Theory & Practice

- Overall student evaluation: 4.38/5.0

1979 – 1980 IBM Corporation

Instructor in Diagnostic Techniques for Operating Systems.

- Design, schedule, administer, and teach courses on diagnosing failures in large mainframe computer systems to both IBM and customer personnel.

DOCTORAL DISSERTATION COMMITTEES

Maynard-Patrick, Stephanie. New Mexico State University. Paying it Forward: Mentor's Previous Experience as a Protégé's Impact on Mentoring Provided. (completed, May 2014). (Chair).

Kalargiros, Manos. New Mexico State University. (completed, May 2014) The effect of inspirational facilitation on brainstorming effectiveness: A test of Osborn's original ideas. (Member).

Barney, Chet E. New Mexico State University. (completed, May 2013). Job insecurity and deviant workplace behavior: The moderating effect of core self-evaluation. (Member).

Pham, Long. New Mexico State University. (completed, December 2011). NegotiAuction: An experimental study. (Member).

Mendez, Maria J. Department of Management, New Mexico State University. (completed, May, 2009). A closer look into collective leadership: Learning from the differences among scholars' perspectives. (Member).

Xu, Bing. Department of Marketing, New Mexico State University. (completed, March, 2009). New product creativity: Consumers' view of new product creativity and consumer purchase intention. (Member).

Fass, David, Department of Management, New Mexico State University. (completed, February, 2008). Predicting organizational field level trends in structure and strategy among competing alliance constellations. (Member).

Mahajan, Ashish. Department of Management, New Mexico State University. (completed, December, 2008). Importance of host country nationals in international management: Looking at the other side of the coin. (Member).

Thomas, E. Department of Management, New Mexico State University (September, 2004).
(Member).

Wang, Lei. Department of Management, New Mexico State University. (completed, May, 2004).
Motivation for organizational citizenship behavior among individualists and collectivists.
(Member).

Hermans, Charles M. Department of Marketing, New Mexico State University (February, 2003).
A systems perspective of relational exchange. (Member).

D'Intino, Robert Stephen. Department of Management, Virginia Tech (completed, April 1999).
A social contract perspective on organizational citizenship behavior. (Member).

Goldsby, Michael G. Department of Management, Virginia Tech (completed, September 1998).
New organizational forms: An examination of restructuring and ideology on employees in
the post-industrial workplace. (Member).

Gerde, Virginia. Department of Management, Virginia Tech (completed, August 1998). The
design dimensions of the just organization: An empirical test of the relation between
organizational design and corporate performance. (Member).

MASTER THESIS COMMITTEES

Morajda, Dennis. Institute for Human Resources, Loyola University Chicago (2000). Shining a
light on the Scanlon plan. (Member).

MASTER COMPREHENSIVE EXAMINATION COMMITTEES

Runyan, Jason. Agricultural Economics. (Member).

Ziegler, Stephanie. Mechanical Engineering. (Member).

Mayande, Nutan. Communications. (Member).

SERVICE

PROFESSIONAL AFFILIATIONS:

Academy of Management

- Human Resource Management Division
- Organizational Behavior Division
- Research Methods Division

Southern Management Association

- Human Resource Management Division
- Organizational Behavior Division
- Research Methods Division

Society for Human Resource Management (SHRM)

CARMA (Center for the Advancement of Research Methods and Analysis)

PROFESSIONAL SERVICE:

Editorial Review Boards

- Journal of Management: 2005-2008.

Member of the Program Committee for the 2014 Conference of Commitment.

Track chair

- Southwest Decision Science Institute Annual Meeting: Management Division: 2007-2008.
- Southern Management Association Annual Meeting: Research Methods Division: 2006.

Ad Hoc Reviewer

- Academy of Management Journal
- Academy of Strategic and Organizational Leadership Journal
- European Journal of Work and Organizational Psychology
- Organizational Behavior and Human Decision Processes
- Group Dynamics
- Group & Organizational Management
- Human Performance
- Human Relations
- International Journal of Business and Systems Research
- Journal of Applied Social Psychology
- Journal of Management
- Journal of Managerial Issues
- Journal of Managerial Psychology
- Journal of Occupational and Organizational Psychology
- Journal of Organizational Behavior
- Management Research News
- Research in International Business and International Relations (Volume 7), Scandura, T. A. (editor).

Conference Reviewer

- Academy of Management: 1998-2014; Outstanding Reviewer: 2011
- Southern Management Association: 1994-2014

- Southwest Decision Sciences: 2003
- Southwestern Academy of Management: 1999-2001
- Institute of Behavioral and Applied Management: 1997-1998
- Organizational Studies Doctoral Student Annual Conference: 1993-1994

Conference Discussant and Session Chair

- Academy of Management
 - Session Chair: 2002, 2014
 - Discussant: 1999
- Southern Management Association
 - Discussant: 1996-2000, 2002-2003, 2010
 - Session Chair: 2001
- Coordinator: Interactive paper session: Southern Management Association: 2001
- Institute of Behavioral and Applied Management
 - Discussant: 1998
 - Session Chair: 1998

Others

- Conducted PDW at the Doctoral Student Consortium at the Southwest Academy of Management Annual Meeting. 2008.
- Conducted a training session on Teambuilding for Environmental Problem Solving for EPA. Session given to managers from enterprises on the Mexican-U.S. border. 2004
- Best Paper Committee: Southern Management Association. 2001.

Text Book Reviews

- Kinicki/Fugate (2014). Organizational Behavior: Key Concepts, Skills & Best Practices, 5th Edition McGraw-Hill.
- Scandura, T. A. (2013). Fundamentals of Organizational Behavior: Developing Leadership Skills. Thousand Oaks: SAGE.
- Raykov, T., & Marcoulides, G. A. (2006). A first course in structural equation modeling, second edition. Mahwah, New Jersey: Lawrence Erlbaum Associates.
- Blanchard, P. N. (2002). Effective Training (2nd Edition), Prentice-Hall.
- Certo, S. C. (1998). Modern Management (7th Edition), Prentice-Hall.
- Hellriegel, D. & Slocum, J. W. (1993) Management (7th Edition), Cincinnati: South-Western.

UNIVERSITY SERVICE:

New Mexico State University

- University Graduate Faculty: 2001-present

The University of Tampa

- Faculty Development Committee: 1998-2000

Maryville College

- Intercollegiate Athletic Committee: 1996-1997

Virginia Tech

- Advisor: MBA Case Team Competition. Eastern Regional Competition: 1994
- Department Representative to the University Library Committee: 1991-1995

- Graduate Student Representative to the University Computer Committee: 1991-1992
- Department Representative to the Graduate Student Assembly: 1990-1991
- Faculty/Staff Advisor to the Virginia Tech Weight & Fitness Club: 1985-1987

COLLEGE SERVICE:

New Mexico State University, College of Business

- Faculty Senate: 2011-present
- Coordinate and present CARMA research methods Webcasts at NMSU: 2004-present
- Assurance of Learning Committee: 2005-2009
- Technology Committee: 2007
- Faculty Council Committee: 2001-2005

The University of Tampa, College of Business

- College of Business Technology Committee: 1998-2000

DEPARTMENTAL SERVICE:

New Mexico State University, College of Business, Department of Management

- Scholarship Committee: 2007-2008
- Advisor to Sigma Iota Epsilon (Honorary and Professional Fraternity): 2002-2003
- Faculty Search Committee: 2001-2002, 2014.

Maryville College, Social Sciences Division

1997-1998

- Ad hoc committee to develop instructional technology: 1997-1998
- Ad hoc committee to revamp Accounting Minor (Chair): 1996-1997

Virginia Tech, College of Business, Department of Management

- Secretary-Treasurer, Ph.D. Association: 1994-1995
- Vice President, Ph.D. Association: 1992-1994
- Treasurer, Ph.D. Association: 1991-1992

CONSULTING

- 2013-2014** Las Cruces Fire Department
El Paso Fire Department
- 2005-2013** Doña Ana County Sheriff's Office
- 2003-2009** Las Cruces Police Department
Design, construct, and administer employee attitude surveys. Analyze data, write reports, and make recommendations.
- 2005-2006** Roanoke (Va.) County Sheriff's Office
- 2005** Doña Ana County Sheriff's Office
- 2001-2003** Las Cruces Police Department
Design, construct, and administer employee attitude surveys. Analyze data, write reports, and make recommendations.
- 2000-2001** J&H Marshall & M^cLennan (US Steel; Groendyke Transport, Franklin Precision, Inc., Fleming, Inc.)
Analyze safety data, write reports, and make recommendations.
- 1998-1999** J&H Marshall & M^cLennan (Nestlé Corporation)
Analyze safety data, write reports, and make recommendations.
- 1997** Tennessee Air National Guard, Knoxville, Tennessee.
Study turnover and retention of Air National Guard members & make recommendations.
- 1996** John O. Threadgill, Attorney & Counselors at Law, Knoxville, Tennessee.
Conducted workshop for firm effectiveness.
- 1992-1995** Sara Lee Knit Products: Conducted Nominal Group Techniques, administered questionnaires, and analyzed data in order to determine what factors effect team productivity. Reported results and made recommendations to top level management.
- 1989-1990** Roanoke Times and World News: Advised on the development of a marketing strategy for the newspaper. Performed data analysis to support recommendations.

COMMUNITY SERVICE:

2008

Volunteer for Las Cruces Animal Shelter.

1996-1997

Committee Chair for International Youth Scholar Exchange, Rotary International.

1994-1995

International Service Projects Committee and Club Projects Committee, Rotary International.

1993-1994

Public Relations Committee, Rotary International.

1991-1993

Committee Chair for Youth Services and Awards Committee, Rotary International.

Invited Speaker, Blacksburg High School Awards Assembly, 1992, 1993, 1994, 1995.

Invited Speaker, Auburn High School Commencement Ceremony, 1992, 1993.

Invited Speaker, Shawsville High School Awards Ceremony, 1993, 1994.

PROFESSIONAL DEVELOPMENT

2014

- Attended CARMA short courses on (1) Combining Mediation and Moderation and (2) Alternatives to Difference Scores: Polynomial Regression & Response Surface Methods at Wayne State University, Detroit, Michigan.
- Participant in CARMA Webcasts throughout the year.

2013

- University of Kansas one week course in Mplus for structural equation modeling.
- Participant in CARMA Webcasts throughout the year.

2012

- Participant: Academy of Management PDW.
- Participant: Hierarchical Linear Modeling, DATIC. University of Connecticut.
- Statistical Mediation Analysis, Methods Work. Chicago, Illinois.
- Participant in CARMA Webcasts throughout the year.

2009

- Participant: Academy of Management PDW.
- Participant: CARMA short courses on (1) Multi-Level Analysis Methods and (2) Testing Interactions with Multiple Regression, Virginia Commonwealth University.
- Participant in CARMA Webcasts throughout the year.

2008

- Participant: Academy of Management PDW.
- Participant: Research Methods Division PDW workshop for analysis with moderating variables at the Southern Management Association Annual Meeting. Clearwater, Florida.
- Participant: CARMA short courses on (1) intermediate structural equation modeling and (2) advanced structural equation modeling, Virginia Commonwealth University.
- Participant in 7 CARMA Webcasts throughout the year.

2007

- Participant: CARMA short course on advanced structural equation modeling, Virginia Commonwealth University. May, 2007.
- Participant in 7 CARMA Webcasts throughout the year.

2006

- Participant: Editors' conference at the Southern Management Association Annual Conference. St. Petersburg, Florida.
- Participant: Academy of Management PDW
- Participant in 4 CARMA Webcasts throughout the year.

2005

- Participant: Editors' conference at the Southern Management Association Annual Conference. Charleston, South Carolina.
- Participant in 1 CARMA Webcast.

2004

- Participant: CARMA short course on advanced structural equation modeling, Virginia Commonwealth University.

2003

- Participant: Editorial mentoring paper session PDW at the Southern Management Association Annual Conference. Clearwater, Florida.

- Participant: Research Methods Division panel discussion PDW for research methods at the Southern Management Association Annual Conference. Clearwater, Florida.
- Participant: Research Methods Division workshop PDW for Hierarchical Linear Modeling (HLM) at the Southern Management Association Annual Meeting. Clearwater, Florida.
- Participant: Seminar on Scale Development PDW for Organizational and Human Resource Research. Seattle, August.
- Participant: Class in Structural Equation Modeling and Multigroup Modeling with LISREL. Chicago, May.
- Participant: SunBreak Conference, New Mexico State University.

2002

- Participant: Research Methods Division panel discussion PDW for research methods at the Southern Management Association Annual Conference.
- Participant: Research Methods Division workshop for Hierarchical Linear Modeling (HLM) at the Southern Management Association Annual Meeting.
- Participant: Research Methods Division panel discussion PDW for research methods at the Annual Meeting of the Academy of Management.
- Participant: CARMA short courses on (2) advanced structural equation modeling and (2) multilevel analysis, Virginia Commonwealth University.
- Participant: in-house (NMSU) seminar on structural equation modeling.

2001

- Participant: Research Methods Division panel discussion PDW for research methods at the Southern Management Association Annual Conference.
- Participant: Estimating interaction effects in multiple regression. PDW presented by the Research Methods Division at the annual meeting of the Academy of Management.
- Participant: CARMA short course on structural equation modeling, Virginia Commonwealth University.
- Participant: CARMA Mini-Conference on Research Methods for Organizational and Social Psychology, Virginia Commonwealth University.
- Participant: Research Methods Division panel discussion PDW for research methods at the Annual Meeting of the Academy of Management.

2000

- Participant: Research Methods Division panel discussion PDW for research methods at the Southern Management Association Annual Conference.
- Participant: Scientific Software, Class in Hierarchical Linear Modeling. Chicago, September.
- Participant: CARMA short course on structural equation modeling, Virginia Commonwealth University.
- Participant: CARMA Mini-Conference on Research Methods for Organizational and Social Psychology, Virginia Commonwealth University.
- Participant: Research Methods Division panel discussion PDW for research methods at the Annual Meeting of the Academy of Management.

1999

- Participant: Class in Structural Equation Modeling and Multilevel Modeling with LISREL. Chicago, November / December.
- Participant: Southern Management Association Institute PDW on Teaching Effectiveness.
- Participant: Research Methods Division panel discussion PDW for research methods at the Southern Management Association Annual Conference.

- Participant: Research Methods Division workshop for Hierarchical Linear Modeling (HLM) at the Southern Management Association Annual Meeting.
- Participant: Research Methods Division workshop for Hierarchical Linear Modeling (HLM) at the Annual Meeting of the Academy of Management.
- Participant: Research Methods Division panel discussion PDW for research methods at the Annual Meeting of the Academy of Management.
- Participant: Innovative Teaching in Human Resources and Industrial Relations. Georgia State University, Atlanta, GA.
- Participant: CARMA Mini-Conference on Research Methods for Organizational and Social Psychology, Virginia Commonwealth University.

1998

- Participant: Research Methods Division PDW for Within and Between Analysis (WABA) at the Southern Management Association Annual Conference.
- Participant: Research Methods Division panel discussion PDW for research methods at the Southern Management Association Annual Conference.
- Participant: Research Methods Division panel discussion PDW for research methods at the Annual Meeting of the Academy of Management.
- Completed workshop for Faculty Development in International Human Resource Management (FDIHRM) at the University of Colorado's Center for Business Education and Research (CIBER).

1997

- Participant: Research Methods Division panel discussion PDW for research methods at the Southern Management Association Annual Conference.
- Completed course for statistical analysis of data using the STATISTICA Software program. Tulsa, Oklahoma.

1996

- Participant: Research Methods Division PDW for Structural Equation Modeling (SEM) at the Southern Management Association Annual Conference.
- Participant: Research Methods Division panel discussion PDW for research methods at the Southern Management Association Annual Conference.
- Management (FDIHRM) at the University of Colorado's Center for Business Education and Research (CIBER).
- Participant: Research Methods Division panel discussion PDW for research methods at the Annual Meeting of the Academy of Management.
- Completed HR/OB Junior Faculty Consortium at Academy of Management Annual Meeting.

1995

- Participant: Research Methods Division panel discussion PDW for research methods at the Southern Management Association Annual Conference.
- Participant: Research Methods Division panel discussion PDW for research methods at the Annual Meeting of the Academy of Management.
- Completed Qualifications for Instructor in Myers-Briggs Type Indicator (MBTI).

1994

- Attended Research Methods Division PDW for Structural Equation Modeling (SEM) at the Southern Management Association Annual Conference.

- Participant: Research Methods Division panel discussion PDW for research methods at the Annual Meeting of the Academy of Management.
- Attended Structural Equation Modeling workshop at Purdue University, conducted by Dr. Larry J. Williams.

AWARDS and HONORS

- 2012** Charles Koch Visiting Scholar for Ball State University.
- 2003** NMSU CBAE: Outstanding Performance, Junior Faculty – Scholarly Research
- 1999** Best Paper Award, Academy of Strategic and Organizational Leadership, Annual Meeting of the Allied Academics, Myrtle Beach, SC. April 7-9.
- 1998** Best Paper Award, Human Resource Management Track, Conference on Quality and Management: Quality Now and Direction for the 21st Century. Arizona State University, Tempe, AZ. February 14.
- 1996** Society of Human Resource Management Yoder-Heneman Award for Research Excellence.
- 1996** Best Paper Award, Organizational Behavior Division, The Academy of Management Annual Meeting.
- 1991** Named **Paul Harris Fellow** by Rotary International.
- 1989** Presented with **Twenty Year Service Award** for service to the Amateur Athletic Union.
- 1988** Named team member of the Virginia Tech National MBA Case Team Competition. Competition took place at the University of Mississippi, Oxford, Mississippi.
- 1987** Named to **Beta Gamma Sigma** - National Honor and Service Business Fraternity.
- 1983** Named to **Phi Kappa Phi** - National Honor and Service Fraternity.

INDUSTRY EXPERIENCE

1980-1990 Virginia Polytechnic Institute and State University Senior Computer Systems Engineer

Responsibilities and Selected Accomplishments

- Managed a major department (Hardware Services) during the restructure of the Computing Center. Handled all human resource and administrative functions, including training and reassignment of personnel.
- Managed the transition of hardware maintenance responsibility from internal personnel to outside vendors.
- Negotiated contracts for the maintenance of all University owned terminals and PCs (at ½ the projected cost & one-third the projected time).
- Reduced turnaround time for equipment requisitions from 7-10 days to 24 hours, reports to upper management from 24-48 hours to 20 seconds, and blanket purchase approvals from the State Government Agency from 3 weeks to zero through the development and use of on-line computer systems.
- Reviewed and implemented the approval process for the purchase of over \$5 million of DP equipment per year.
- Negotiated the University's first internet link; installed and tested the related intercomputer communications software.
- Trained University personnel on the use of the e-mail facilities.
- Installed all of the University's IBM mainframe operating systems.

1973-1980 IBM Corporation Senior Programming Support Representative

Responsibilities and Selected Accomplishments

- Provided Programming Support for large mainframe computer systems.
- Designed courses and trained customer personnel on diagnostic techniques and operating system software.
- Managed problem control and customer situations when computer failures occurred.
- Maintained customer satisfaction at a level 30% higher than the corporate average.
- Designed and taught educational courses for IBM and customer personnel.