

## J. BRET BECTON

Department of Management & International Business  
College of Business  
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### EDUCATION:

**Ph.D., Auburn University**, Management 2005  
Emphasis: Human Resource Management/Organizational Analysis & Change  
Dissertation: Candidate Reactions To Three Assessment Center Exercises: A Field Study  
Dissertation Committee: Hubert S. Feild (Chair), William F. Giles, and Allison Jones-Farmer

**M.A., University of Tulsa** 1993  
Major: Industrial/Organizational Psychology

**B.S., University of Southern Mississippi** 1991  
Major: Psychology Minor: Management

### PROFESSIONAL EXPERIENCE:

July 2014-Present: Associate Dean for Operations, College of Business, University of Southern Mississippi, Hattiesburg, Mississippi.

August 2012-Present: *Associate Professor*, Department of Management and International Business, College of Business, University of Southern Mississippi, Hattiesburg, Mississippi.

August 2008-May 2012: *Assistant Professor*, Department of Management and International Business, College of Business, University of Southern Mississippi, Hattiesburg, Mississippi.

August 2005-May 2008: *Assistant Professor*, Department of Management and Marketing, College of Business, Winthrop University, Rock Hill, South Carolina.

April 1997-May 2005: *Senior Consultant*, Center for Business and Economic Development/Center for Government and Public Affairs, Auburn University Montgomery, Montgomery, Alabama.

August 2003-December 2004: *Adjunct Instructor*, Department of Management, College of Business, Auburn University Montgomery, Montgomery, Alabama.

October 1998-June 2001: *Consultant*, ChangeTechnologies, Pittsburgh, Pennsylvania.

January 1994-April 1997: *Senior Consultant*, Morris & McDaniel, Inc. Jackson, Mississippi.

December 1991-August 1992: *Psychological Technician*, Mississippi State Hospital, Whitfield, Mississippi.

**REFEREED JOURNAL ARTICLES:**

1. Becton, J.B., Walker, H.J., & Jones-Farmer, A. (2014). Generational Differences in Workplace Behaviors. *Journal of Applied Social Psychology*. (ISI journal citation ranking-49/59 Social Psychology, .633 impact factor)
2. Becton, J.B., Matthews, M.C., Hartely, D.L., & Whitaker, L.D. (2012). Biodata as a Predictor of Errors, Tardiness, Policy Violations, Overall Job Performance, and Turnover among U.S. Nurses. *Journal of Management & Organization*, 18(5), 714-727. (2011 ISI journal citation ranking-145/166 management journals, .393 impact factor)
3. Frankforter, S.A., Becton, J.B., Stanwick, P.A., & Coleman, C. (2012). Backdated stock options and boards of directors: An examination of committees, structure, and process. *Corporate Governance: An International Review*, 20(6), 562-574. (2011 ISI journal citation ranking-32/113 business journals and 45/166 management journals, 1.897 impact factor)
4. Walker, H.J., Feild, H.S., Bernerth, J. & Becton, J.B. (2012). Personality and Applicant Web Behavior on Recruiting Web Sites. *Journal of Applied Psychology*, 97, 214-224. (2011 ISI journal citation ranking- 2/72 applied psychology journals, 9/166 management journals, 4.308 impact factor)
5. Becton, J.B., Carr, J., & Judge, T.A. (2011). Is the Past Prologue for Some More than Others?: The Hobo Syndrome and Job Complexity. *Journal of Vocational Behavior*, 79, pp. 448-460. (ISI journal citation ranking-10/72 applied psychology, 2.82 impact factor)
6. Ioimo, R., Becton, J.B., Meadows, L.M., Tears, R.S., & Charles, M.T. (2011). Comparing Urban and Rural Police Views of Bias-based Policing. *Professional Issues in Criminal Justice*, 6 (1&2), 53-81.
7. Becton, J.B. & Feild, H.S. (2009). Cultural Differences in Organizational Citizenship Behaviors: A Comparison of Chinese and American Workers. *International Journal of Human Resource Management*, 20(4), 792-810. (2009 ISI journal citation ranking-73/112 management journals, .83 impact factor)

8. Becton, J.B., Matthews, M.C., Hartley, D.L., & Whitaker, D.H. (2009). Using Biodata to Predict Turnover, Organizational Commitment, & Job Performance in the Healthcare Industry. *International Journal of Selection and Assessment*, 17(2), 189-202. (2009 ISI journal citation ranking-68/112 management journals, 43/63 applied psychology journals, .864 impact factor)
9. Becton, J.B., & Schraeder, M. (2009). Strategic Human Resource Management: Are We There Yet? *Journal for Quality and Participation*, 31(4), 11-18.
10. Stanley, B., Frankforter, S., & Becton, J.B. (2009). The nominating committee as an antecedent of effective corporate governance. *Journal of Business & Leadership: Research, Practice and Teaching*, 5(1)19-28.
11. Ioimo, R., Becton, J.B., Meadows, L.A., Tears, R.S., & Charles, M.T. (2009). Comparing the Police and Citizen Views on Biased Policing. *Criminal Justice Studies: A Critical Journal of Crime, Law and Society*, 22 (2), 123 - 140.
12. Becton, J.B., Feild, H.S., Giles, W.F., & Jones-Farmer, A. (2008). Racial Differences in Promotion Candidate Performance and Reactions to Selection Procedures: A Field Study in a Diverse Top-Management Context. *Journal of Organizational Behavior*, 29, 265-286.(2008 ISI journal citation ranking 14/77 business journals, 16/89 management journals, 9/61 applied psychology journals, 2.441 impact factor)
13. Becton, J.B., Giles, W.F., & Shraeder, M.S. (2008). Evaluating and Rewarding OCBs: Potential Effects of Incorporating Organizational Citizenship Behavior in Performance Appraisal Systems. *Employee Relations*, 30 (5), 494-514.
14. Frankforter, S.A., Martin, M.C., Becton, J.B. & Hill, V. (2008). Shareholder Votes to Rescind Poison Pill Takeover Defenses: CEO and Director Effects. *Journal of Business, Industry, and Economics*, 11, 19-28.
15. Frankforter, S.A., & Becton, J.B. (2008). CEO Compensation, Backdated Stock Options, and Compensation Committees. *Journal of Business & Leadership: Research, Practice and Teaching*, 4, 64-69.
16. Ioimo, R., Meadows, L.A., Becton, J.B., Tears, R.S., & Charles, M.T. (2008). The Citizens' Views on Biased Policing. *Professional Issues in Criminal Justice*, 3(1), 1-13.
17. Schraeder, M.S., Becton, J.B., & Portis, R. (2007). A Critical Examination of Performance Appraisals: Organizational Asset or Liability? *Journal for Quality and Participation*, 30, 20-25.

18. Ioiomo, R., Meadows, L.A., Tears, R.S., Becton, J.B., & Charles, M.T. (2007). The Police View of Bias-Based Policing. *Police Quarterly*, 10, 270-287.
19. Becton, J.B., & Schraeder, M. (2004). Participant Input Into Rater Selection: Effects On The Quality And Acceptance of 360° Feedback Ratings. *Public Personnel Management*, 33, 23-32.
20. Schraeder, M., & Becton, J. B. (2004). An Overview of Recent Trends in Incentive Pay Programs. *Coastal Business Journal*, 2, 18-27.

**RESEARCH UNDER REVIEW OR IN REVISION:**

Becton, J.B., Carr, J.C., Mossholder, K.W, & Walker, H.J.. Should I Stay, Or Should I Go? Differential Effects of Job Complexity, Task Performance, and Contextual Performance on Voluntary Turnover. Under review at *Journal of Business & Psychology*.

Becton, J.B., Walker, H.J., Gilstrap, J.B., & Schwager, P. If You Like My Status, Will You Like Me as an Employee? Social Media, Counterproductive Work Behaviors, Alcohol Consumption, and Episodic Heavy Drinking. Under review at *International Journal of Human Resource Management*.

Becton, J.B., Walker, H.J., Gilstrap, J.B., & Schwager, P. Social Media Snooping on Job Applicants: You May Learn Something New, But Is It worth Learning? Under review at *Journal of Business & Psychology*.

Becton, J.B., & Gilstrap, J.B. Preventing and Correcting Workplace Harassment: Guidelines for Employers. Under review at *Business Horizons*.

**RESEARCH IN PROGRESS:**

Becton, J.B., & Wittmann, M.C. Voluntary Turnover and Job Performance Among Salespeople. Target outlet: *Journal of Business Research*.

**CONFERENCE PRESENTATIONS/SYMPOSIA:**

1. Kluemper, D.H., Becton, J.B., Bergman, S., Bobko, P., Hirshfield, L., & Roth, P. (2014). How social networking websites affect employment: Implications for theory and practice. Panel symposium participant to be presented at the 2014 annual meeting of the *Academy of Management* Conference, August, 2014, Philadelphia, PA.
2. Becton, J.B., Walker, H.J., Schwager, P.H., & Gilstrap, J.B. (2013). Predicting Counterproductive Work Behaviors, Alcohol Consumption, and Episodic Heavy Drinking Using Social Media. Paper accepted for presentation at the 2013 annual meeting of the *Southern Management Association*, New Orleans, LA.

3. Becton, J.B. & Carr, J.C. (2012). Task and Contextual Performance and Voluntary Turnover: Curvilinearity and the Moderating Effect of Job Complexity. Paper presented at *Academy of Management 2012 Annual Meeting*, Boston, MA.
4. Walker, H.J., Feild, H.S., Bernerth, J., & Becton, J.B., (2010). Effects of recruitment web site emphasis on diversity on job seekers' information processing. Paper presented and the annual meeting of the *Southern Management Association*, St. Pete Beach, FL.
5. Frankforter, S.A., Becton, J.B., & Coleman, C. (2008). Backdated stock options and compensation committees: An examination of structure and process. Paper presented at the annual meeting of the *Academy of Management*, Anaheim, CA.
6. Schraeder, M., Becton, J. B., Matuszek, T., Morrison, R., & Self, D. R. (2008). Prognosticating the Learning Organization of the Future: A Discipline Based Review. *Troy University Business Symposium-Destin*, FL.
7. Becton, J.B. (2007). Backdated Stock Options and Corporate Governance: A Stacked Deck to Promote CEO Compensation? Paper presented at the *Business and Leadership Symposium* at Fort Hays State University, Fort Hays, KS.
8. Becton, J.B., Feild, H.S., Giles, W.F., & Jones-Farmer, A. (2005). Pencil-And-Paper Tests Versus Situational Interviews: Racial Differences in Promotion Candidates' Test-Taking Motivation and Job Relatedness Perceptions. Paper presented at the annual meeting of the *Academy of Management*, Honolulu, HI.
9. Fecteau, J.D., Fecteau, C.L., Jackson, K., & Becton, J. B. (1999). Do Structured Interviews Measure Constructs?: Evidence From Two Situational Interviews. Paper presented at the annual meeting of the *Society for Industrial and Organizational Psychology*, Atlanta, GA.

**INVITED PRESENTATIONS/WORKSHOPS:**

- Becton, J.B., (2010). Social Media in HRM. An invited presentation to the Hattiesburg Rotary Club, November 16<sup>th</sup>, Hattiesburg, MS.
- Becton, J.B. (2010). Using Social Media to Screen Applicants. An invited presentation to the South Mississippi Society for Human Resource Management, Hattiesburg, MS.
- Becton, J.B., Weikle, R., & Walker, N. (2007). How to Manage Difficult People. An invited presentation to the South Carolina Manufacturing Human Resource Alliance, September 16<sup>th</sup>, Myrtle Beach, South Carolina.

Becton, J.B. (2007). Behavioral Interviewing. An invited presentation to the York County Society for Human Resources Management, Rock Hill, SC.

Becton, J.B., Forehand, C., & Meadows, L. (2000). Selection Systems: How to Choose and Develop Appropriate Measurement Devices. A pre-conference workshop delivered at the 24<sup>th</sup> annual meeting of the International Personnel Management Association – Assessment Council, Arlington, VA.

Becton, J.B. (1999). How to Develop a Structured Interview. Portion of a Three-part Symposium Presented at the Annual Meeting of the International Personnel Management Association – Assessment Council, St. Petersburg, FL.

**MAGAZINE OR NEWSPAPER ARTICLES AND OTHER MEDIA MENTIONS:**

Jaffe, E. (2014, March 11). Is Entitlement Among Millennials Overblown? *Fast Company*. (A column that summarizes research study). A column that summarizes Becton, Walker, & Jones-Farmer (2014). Article can be downloaded here: <http://www.fastcodesign.com/3026733/evidence/is-entitlement-among-millennials-overblown>.

Jacobs, T. (2014, January 24). Workplace Attitudes Surprisingly Similar for Boomers, Gen Xers, and Millennials. *Pacific Standard*. A column that summarizes Becton, Walker, & Jones-Farmer (2014). Article can be downloaded here: <http://www.psmag.com/navigation/business-economics/workplace-attitudes-surprisingly-similar-boomers-gen-xers-millennials-73279/>.

Becton, J.B., (2013, November 16). Researchers Study Link Between Social Media Use and Potential Job Behavior. *WDAM News 7 at 6*. Video can be downloaded here: <http://www.usm.edu/news/video/researchers-study-link-between-social-media-use-and-potential-job-behavior>.

Becton, J.B., (2011, September 7). This is why you should love HR. *Gulf Coast Business*.

Becton, J.B., (2010, April). Employers should use social networking Web sites with caution. *Journal of South Mississippi Business*.

Becton, J.B., Meadows, L.A., Tears, R.S., Charles, M.T., & Ioimo, R. (2005). Can Citizen Police Academies Influence Citizens' Beliefs and Perceptions? *Public Management Magazine*, 87(4), 20-23.

**GRANTS:**

*Task and Contextual Performance and Voluntary Turnover: Curvilinearity and the Moderating Effect of Job Complexity.* (2012). College of Business, University of Southern Mississippi. \$10,000.

*The Hobo Syndrome: Is it More Than an Itch to Move?* (2011). College of Business, University of Southern Mississippi. \$10,000.

*An Investigation of the Use of the Internet and Social Networking Websites for Making Employment Decisions.* (2010). College of Business, University of Southern Mississippi. \$10,000.

*Development and Validation of a Biodata Instrument to Predict Job Performance, Turnover, and Absenteeism in Healthcare.* (2009). College of Business, University of Southern Mississippi. \$10,000.

*Development of a Hybrid On-line MBA Organizational Behavior Course (2007)*, College of Business, Winthrop University. \$3,000.

*Cultural Differences in Organizational Citizenship Behaviors: A Comparison of Chinese and American Workers (2006)*, Office of Sponsored Programs and Research, Winthrop University. \$2,570.

*Cultural Differences in Organizational Citizenship Behaviors: A Comparison of Chinese and American Workers (2006)*, Springs Global Summer Research Grant, Winthrop University. \$2,500.

**TEACHING EXPERIENCE AND PERFORMANCE:****University of Southern Mississippi (2008-present)**

Courses taught: Human Resource Management (Undergraduate), Leadership (Undergraduate), Organizational Staffing (Undergraduate), Organizational Behavior (Undergraduate), and Labor Relations (Undergraduate).

*Average Rating: "Overall Rating of Instructor..." (5=Strongly Agree, 1=Strongly Disagree) = 4.63 out of 5*

**Winthrop University (2005-2008)**

Courses Taught: Principles of Management (Undergraduate), Compensation and Benefits Analysis (Undergraduate/Graduate), Organizational Theory and Behavior (Undergraduate), Organizational Theory and Behavior (Graduate), International Field Experience in China (Undergraduate/Graduate), and Advanced Human Resource Management (Graduate).

*Average Rating: "The instructor was an effective teacher." (5=Strongly Agree, 1=Strongly Disagree) = 4.4 out of 5*

### **Auburn University Montgomery (2003-2004)**

Courses taught: Management of Organizations (Undergraduate level) and Survey of Management (Graduate level).

Average Rating: "Overall, I would rate the quality of instruction in this class as:"(5=Excellent, 1=Poor)  
= 4.06

### **APPLIED/CONSULTING EXPERIENCE:**

**Becton Management Solutions**, Hattiesburg, Mississippi

January 2011 to present

*Principal Owner*

Provides consulting services to organizations in the areas of job analysis, employee selection procedure development, validation, and administration, employee recruitment, compensation and benefits, work force utilization analysis, organization development, employee training and development, business process improvement, organizational analysis, strategic planning, and litigation support for cases involving Title VII of the 1964 Civil Rights Act.

### **Selected Consulting Projects:**

- *Steel Service Corporation, Flowood, MS (2015)*-provided consulting services related to strategic planning, organizational assessment, and identification of opportunities for improvements and efficiencies.
- *Jackson County Utility Authority, Pascagoula, MS (2011 & 2014)*-conducted a salary and benefits survey for all jobs within the Authority, developed recommended pay ranges for each job based on available compensation philosophies, and evaluated benefits package compared to participating organizations.
- *Equal Employment Opportunity Commission, Birmingham, AL (2013)*-provided expert witness services for the EEOC in the case of *Cazorla v. Koch Foods of Mississippi LLC and Jessie Ickom, No. 3:10-CV-135-DRJ-FKB, consolidated with EEOC vs. Koch Foods of MS, LLC, No. 3:11-cv-391-CWR-LRA*, a class pattern or practice, national origin discrimination and harassment case in the United States District Court for the Southern District of Mississippi.
- *National Center for Spectator Sports Safety and Security, Hattiesburg, MS (2013)*-development of a certification exam for professionals performing the role of security director for sport stadiums, venues, and events.

**Auburn University Montgomery**, Montgomery, Alabama

April 1997 to May 2005

*Organizational Scientist/Senior Consultant, Center for Business and Economic Development/Center for Government and Public Affairs*

Managed project teams and provided consulting services including employee selection procedure development, validation, and administration, litigation support for cases involving Title VII of the 1964 Civil Rights Act, work force utilization analysis, organization development, employee training and development, task and job analysis, business process improvement, organizational analysis, strategic planning, and related research in industrial and organizational psychology and human resources management.



**Selected Consulting Projects:**

- *Montgomery County (Alabama) Sheriff's Office*-developed and administered content valid assessment centers.
- *Bibb County (Georgia) Sheriff's Office*-developed and administered content valid assessment centers.
- *DeKalb County (Georgia) Police Department*-developed and administered content valid assessment centers.
- *Southern Natural Gas Company*-compiled feedback reports from a 360° feedback performance management system.
- *Alabama Department of Transportation*-developed structured interviews to be used for approximately 150 job classifications and delivered interviewer training to over 900 employees.
- *Alabama Department of Finance*-developed and delivered a strategic planning training course for state department administrators.
- *Alabama Department of Economic and Community Development*-conducted an organizational analysis and compiled feedback report.
- *Alabama Department of Environmental Management*-conducted an organizational analysis and compiled feedback report.
- *Alabama Alcoholic Beverage Control Board*-conducted an organizational analysis and compiled feedback report.
- *Commonwealth of Virginia Department of Public Safety*-conducted a research study of biased-based policing in the Commonwealth of Virginia.
- *Governor's Office, State of Alabama*- provided technical assistance to the Governor's Office related to improving the efficiency of operations in state departments.
- *Alabama Office of Workforce Development*-conducted an organizational analysis and compiled feedback report.
- *Alabama Department of Industrial Relations*- conducted an organizational analysis and compiled feedback report.
- *City of Prattville, Alabama*- provided assistance to the Center in reviewing the City's salary and benefits structure.

**ChangeTechnologies**, Pittsburgh, Pennsylvania

October 1998 to 2001

*Contract Consultant*

Provided consulting services to include developing and scoring of assessment center exercises, analyzing and compiling results of an employee attitude survey, and developing a training program on maximizing the effectiveness of employment interviews. ChangeTechnologies was sold to Right Management Consultants in 2001.

**Selected Consulting Projects:**

- *Leadership Development Institute, Kelly School of Business, Indiana University*-developed an in-basket exercise used as part of a developmental assessment center for MBA students.

- *Smith and Nephew*-scored assessment exercises in an assessment center for promotion and developed a structured interview training program.
- *Federal Home Loan Bank of Pittsburgh*-compiled feedback reports from employee opinion surveys over a two year period.

**Morris & McDaniel, Inc.**, Jackson, Mississippi

January 1994 to April 1997

*Senior Consultant*

Provided consulting services in areas such as job analysis, job description development, assessment center development and administration, written test development, job evaluation, salary surveys, workforce utilization analysis, and organization development for clients.

**Selected Consulting Projects:**

- *Newsprint South Inc.*-developed and administered an assessment center for shift supervisor.
- *Johnson Controls World Services Inc.*-developed work sample selection devices for various positions at Kennedy Space Center.
- *Deposit Guaranty National Bank*-developed a video-based selection test for the position of teller.
- *Mississippi Valley Gas Company*-developed paper and pencil tests for the positions of meter reader and customer service representative.
- *Mississippi State Personnel Board*-developed *Uniform Guidelines* and ADA compliant job descriptions for approximately 230 job classifications.
- *University of Mississippi*-completed a classification and compensation study for all non-faculty positions.
- *Mississippi Insurance Department*- conducted an organizational analysis and compiled feedback report.
- *Jefferson County Police Department (Louisville, Kentucky)*-developed a pencil and paper test for police officer.
- *Denver Police Department*-developed and administered content valid assessment centers.
- *San Antonio Police Department*-developed and administered content valid assessment centers.
- *Boston Police Department*-developed content valid assessment centers.
- *Maryland State Police* -developed content valid assessment centers.
- *Little Rock Police Department*-conducted an analysis of applicant flow statistics.
- *Sunrise (Florida) Fire Department*-developed a pencil and paper promotional exam for the position of Lieutenant.
- *Miami Police and Fire Departments*-developed and administered content valid assessment centers.
- *Akron Police and Fire Departments* -developed and administered content valid assessment centers.
- *Bastrop Police Department (Louisiana)* -provided testing services for entry-level police officers.

- *Kenner Police Department (Louisiana)*-provided testing services for entry-level police officers.

**PROFESSIONAL SERVICE:**

- *Reviewer:* International Journal of Human Resource Management (2012)
- *Reviewer:* Corporate Governance: An International Review (2011)
- *Reviewer:* Applied Psychology: An International Review (2010-2011)
- *Reviewer:* Journal of Applied Social Psychology (2010-2011)
- *College Relations Director:* South Mississippi Society for Human Resource Management (2009-2010)
- *Reviewer:* Academy of Management Conference-Human Resources Division (2003-2008)
- *Reviewer:* Academy of Management Conference-Organizational Behavior Division (2006-2008)
- *Reviewer:* Academy of Management Conference-Organizational Development and Change Division (2006-2008)
- *Chair:* Human Resource Management/Careers Paper Session-"Age/Generational Diversity in the Workplace," at the 2012 Southern Management Association Annual Meeting, October 30-November 3, Ft. Lauderdale, Florida
- *Chair:* Human Resource Management Division Paper Session- "Withdrawal Behaviors: Antecedents and Consequences," at the 2006 Academy of Management Annual Meeting, August 11-16, Atlanta, Georgia
- *Chair:* Organizational Behavior Division Paper Session- "Organizational Citizenship Behaviors: Fundamental Issues," at the 2007 Academy of Management Annual Meeting, August 3-7, Philadelphia, Pennsylvania

**SERVICE:**

*University Service*

- Member of the Teaching Track Faculty Committee (2015)
- Member of the Graduate Academic Council, University of Southern Mississippi (2013-2014)
- Member of the Credentials Committee for the Graduate Academic Council, University of Southern Mississippi (2013-2014)
- Member of the Search Committee for the Dean of the College of Business, University of Southern Mississippi (2012-2013)
- Member of the University Assessment Committee, University of Southern Mississippi (2012-2013)
- Member of the Gender Equity in Athletics Committee, University of Southern Mississippi (2012-2013)
- Member of the Libraries Advisory Council, University of Southern Mississippi (2010-2012)
- Member of Academic Council, Winthrop University (2007)
- Member of the Ad Hoc Compensation/Classification Committee-Auburn University Montgomery (2004-2005)
- Faculty Fellow, Sigma Phi Epsilon, University of Southern Mississippi (2010-2013)
- Chapter Counselor, Sigma Phi Epsilon, University of Southern Mississippi (2013-present)

### *Department/College Service*

- Co-Coordinator of SACS Assurance of Learning assessment for the Department of Management and International Business (2011-2014)
- Chairman of the Undergraduate Programs and Assessment Committee (2012-2014)
- Member of the Undergraduate Programs and Assessment Committee (2010-2011)
- Faculty Advisor for the Society for Human Resource Management (SHRM) Student Chapter at University of Southern Mississippi (2009-2014)
- Member of the AACSB Assessment Team, Winthrop University (2007)
- Member of the AACSB Self-study Mission and Objectives Subcommittee for the MBA Program, Winthrop University (2006-2007)
- Faculty Advisor for the Society for Human Resource Management (SHRM) Student Chapter at Winthrop University (2006-2007)
- Chair of Search Committee for Assistant Professor in Management (HRM/OB), Winthrop University (2006)
- Member of Search Committee for Assistant Professor in Sport Management, Winthrop University (2006)
- Member of the College of Business Health and Happiness Committee, Winthrop University (2006-2007)
- Library Liaison for the Management and Marketing Department, Winthrop University (2005-2006)

### *Community/Public Service*

- Member of the Community Advisory Board, Extra Table, a 501(c)(3) non-profit organization committed to ending hunger in Mississippi by providing food pantries and soup kitchens with the food they need to feed the hungry, Hattiesburg, Mississippi (2012-2014)
- Member of the Board of Directors, Oak Grove High School Warrior Club, Hattiesburg, Mississippi (2010-2014)
- Member of the Board of Directors, Oak Grove Athletic Association, Hattiesburg, Mississippi (2009)
- Head Coach for the Oak Grove 11 year old Cal Ripken All Star team, Hattiesburg, Mississippi (2010)
- Head Coach of 11-12 year old Cal Ripken baseball team, Oak Grove Athletic Association, Hattiesburg, Mississippi (2010)
- Administrative Coach for the Oak Grove 10 year old Cal Ripken All Star team, Hattiesburg, Mississippi (2009)
- Governor's Commission on Efficiency, Consolidation, and Funding: Commerce Subcommittee, Governor's Office, State of Alabama, Montgomery, Alabama (2003)
- Volunteer at Old Pointe Elementary School, Rock Hill, South Carolina (2005-2007)
- Coach for the Newport Tigers Minors and Coach Pitch Baseball teams, Rock Hill, South Carolina (2006-2008)

- Volunteer Staff, Fellowship of Christian Athletes Power Camp, Rock Hill, South Carolina (2006-2007)

**HONORS AND AWARDS:**

- *Dr. Joseph A. Greene Excellence in Teaching Award*, College of Business, University of Southern Mississippi (2012-2013)
- *Business Advisory Council Faculty Research Scholar*, University of Southern Mississippi (2010-2011; 2011-2012; 2012-2013; 2013-2014)
- *Presidential Citation* for leadership in the development of methods to assess the College of Business Administration's AACSB learning outcomes for BSBA, MBA, and EMBA degree programs, Winthrop University (2008)
- *Springs Global Industries Excellence in Research Award*, Winthrop University (2007)
- *Staff Service Award*, Auburn University Montgomery (2005)
- *Governor's Award for Distinguished Service to the State of Alabama*, Governor Bob Riley, Montgomery, Alabama (2004)

**MEMBERSHIPS:**

- Society for Human Resource Management
- Academy of Management
- Southern Management Association