

Jeffery D. Houghton, Ph.D.

West Virginia University • John Chambers College of Business and Economics

Department of Management

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ACADEMIC EXPERIENCE

- January 2007 - Present
West Virginia University, Morgantown, WV
John Chambers College of Business and Economics
(AACSB Accredited, R1 Carnegie Classification- Very High Research Activity)
Department of Management
Professor of Management (2020-present)
Associate Professor of Management (2007-2020)
- **Coordinator of the M.S. in Industrial Relations and Human Resource Management (MSIRHR) Program** (2007-2012; 2021-2023)
 - **Coordinator of the B.S. in Organizational Leadership (ORGL) Program** (2018-2021)
- August 2002 - December 2006
Abilene Christian University, Abilene, TX
College of Business Administration (AACSB-accredited)
Department of Management Sciences
Associate Professor of Management
- **Researcher in Residence** (2006)
- August 2000- May 2002
Lipscomb University, Nashville, TN
College of Business (AACSB-accredited)
Department of Management
Assistant Professor of Management
- **Chair of the Department of Management** (2001– 2002)
- August 1997- June 2000
Virginia Polytechnic Institute and State University, Blacksburg, VA
The Pamplin College of Business
(AACSB Accredited, R1 Carnegie Classification- Very High Research Activity)
Department of Management
Instructor in Management/Graduate Teaching Assistant
- June 1995, June 1997
International University, Vienna, Austria
Visiting Instructor in Business Administration
- August 1993- May 1997
Lipscomb University, Nashville, TN
College of Business (AACSB-accredited)
Departments of Management and Finance
Instructor in Management and Finance

January 1992-
May 1993 Fairmont State University, Fairmont, WV
College of Business and Aviation (*ACBSP-accredited*)
Adjunct Instructor in Economics and Banking

Fall 1992 U.S. Justice Department-Federal Bureau of Prisons
Federal Correctional Institution, Morgantown, WV
Adjunct Instructor in Finance
Taught college level course for credit through FSU

August 1989-
May 1990 West Virginia University, Morgantown, WV
College of Business and Economics
(*AACSB Accredited, R1 Carnegie Classification- Very High Research Activity*)
Graduate Assistant

EDUCATION

June 2000 **Doctor of Philosophy**
Virginia Polytechnic Institute and State University
The Pamplin College of Business
(*AACSB Accredited, R1 Carnegie Classification- Very High Research Activity*)
Management- Organizational Studies
Major Concentration: Organizational Behavior
Major Supporting Fields: Human Resources, Labor Relations,
Organizational Theory
Minor: Industrial and Organizational Psychology

August 1990 **Master of Business Administration**
West Virginia University
John Chambers College of Business and Economics
(*AACSB Accredited, R1 Carnegie Classification- Very High Research Activity*)

May 1989 **Bachelor of Science**
Fairmont State University
College of Business and Aviation (*ACBSP-accredited*)
Business Administration: Major Concentration in Economics
Minor in Banking

PROFESSIONAL CERTIFICATION

Global Professional in Human Resources (GPHR) – *Inactive –passed certification examination in December 2010 but did not pursue recertification via CEUs*
The certification, awarded by the HR Certification Institute (HRCI), signifies possession of the theoretical knowledge and practical experience in international human resource management necessary to pass a rigorous examination demonstrating a mastery of the field.

TEACHING EXPERIENCE

Current Teaching Responsibilities

- Principles of Management (Undergraduate)
- Work Group Dynamics and Leadership (Masters)
- Organizational Behavior (Masters)
- Organizational Behavior Seminar (Doctoral)

Other Courses Taught

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| <ul style="list-style-type: none"> • Leadership Seminar (Doctoral) • International Industrial Relations (Masters) • Leadership Perspectives and Practices (Masters) • International Business • Management and Human Resources • Statistics • Business History • Principles of Management | <ul style="list-style-type: none"> • Human Resource Management • Operations Management • Business Ethics (Masters) • Principles of Finance • Financial Markets and Institutions • Investments • Principles of Banking • Business Policy and Strategy • Principles of Macroeconomics • Principles of Microeconomics |
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Ph.D. Student Advising Experience

- Comprehensive Examination Committees
 - Bryton Neck (Chair)
 - Mackenzie Miller (Chair)
 - Asiye Zeytonli (Chair)
 - Richie Oxarart (Chair)
 - Mingang Geiger (Member)
 - Luke Langlinais (Member)
 - Kevin Knotts (Chair)
 - Drew Carnes (Member)
 - Huaizhong Chen (Member)
- Dissertation Committees
 - Bryton Neck (Chair)
 - Richie Oxarart (Chair)
 - Heath Howard (Member)
 - Luke Langlinais (Member)
 - Kevin Knotts (Chair)
 - Drew Carnes (Member)
- Qualifying Paper Reviewer
 - Bryton Neck
 - Asiye Zeytonli
 - Richie Oxarart
 - Luke Langlinais
 - Kevin Knotts

SUMMARY OF TEACHING EVALUATIONS

- A mean of 4.66 and a median of 4.77 for overall teaching effectiveness at WVU (2007 – present)
- A mean of 4.66 and a median of 4.75 for overall teaching effectiveness over entire teaching career (1998 – present)
- >90% of my courses were rated higher than 4.2 for overall teaching effectiveness during my entire teaching career
- A perfect 5.0 rating eleven times
- A rating higher than 4.9 eighteen times

INTERNATIONAL TEACHING EXPERIENCE

- Spring 2016 **Adjunct Associate Professor**, University of Iowa, CIMBA Italy Study Abroad Program, Paderno del Grappa, Italy
- Taught Introduction to Management and International Business to U.S. study abroad students representing a 35-institution consortium of U.S. universities
 - Led students on company tours, events-with-a-professor experiences, and other intercultural activities
- Summer 2008 **Visiting Lecturer, LEAD** (Leadership in Enterprise for Asian Development); Chongqing University, Chongqing, China and Qingdao Technological University, Qingdao, China
- Taught two Human Resource Management MBA-type accelerated short-courses to Chinese business executives and graduate students
 - Part of certificate program sponsored by Eastern University, USA
- Spring 2005 **Faculty-in-Residence**, ACU in Latin America; Montevideo, Uruguay
- Led a full semester study abroad group of 14 students
 - Taught courses in International Business, Management and Organizational Behavior, and Statistics
 - Led student educational excursions to Brazil, Paraguay and Argentina
- Summer 2004 **Faculty-in-Residence**, ACU in Oxford; Oxford, England
- Led a summer semester study abroad group of 37 students
 - Taught courses in International Business and International Leadership
- Summers 1995, 1997 **Visiting Instructor**, International University, Vienna, Austria
- Taught International Financial Markets courses to students from 13 different countries

RESEARCH INTERESTS

- Leadership and Self-Leadership
- Shared Leadership
- Workplace Spirituality and Spiritual Leadership
- Creativity and Innovation
- Personality and Individual Differences
- Team Diversity, Performance, and Sustainability
- Cognitive Resources for Coping and Stress Management

SCHOLARLY IMPACT*

Google Scholar Citations (All)	Google Scholar Citations (since 2019)	Research Gate Citations	Research Gate Reads	Research Gate Research Interest	Research Gate Research Interest Percentile	h-index	i-10-index
9,805	5,411	4,590	251,115	4,603	98	34	55

- Notes:
1. Research Gate “Reads” include both views and downloads of online articles
 2. Research Gate Research Interest Score - combines multiple publication metrics including reads, recommendations, and citations to provide a holistic impact indicator
 3. Research Gate Research Interest Score Percentile – rank among all Research Gate members
 4. h-index – the largest number h such that h papers have at least h citations
 5. i-10-index – the number of publications with at least 10 citations

*- As of September 26, 2024

SCHOLARLY OUTPUT

Peer Reviewed Research

(Impact Factors > 1, Australian Business Deans Council [ABDC] list A and B rankings, and SCImago Journal Rank [SJR] Q1 and Q2 are noted)

1. Houghton, J. D., Wu, J., Godwin, J. L., Neck, C. P., and Manz, C. C. “Now More Than Ever: Emotional Intelligence, Self-Leadership, and Student Stress Coping Revisited,” *Journal of Management Education*, 2024. (Impact Factor: 1.070; B – ABDC; SJR Q1) <https://doi.org/10.1177/10525629241263804>
2. Hanley, Y. D., Maykrantz, S. A., Houghton, J. D.* “Broken Engagement: The Role of Grit and LMX in Enhancing Faculty Engagement,” *Higher Education Quarterly*, 2024, 78(1): 153–172. (Impact Factor: 2.22; SJR Q1) *corresponding author <https://doi.org/10.1111/hequ.12450>

3. Angus, R. W., Houghton, J. D., Neck C. B., Holderness, D. K. “Who Responds to Critical Feedback? The Effects of Self-leadership on Entrepreneurial Product Pivoting Behavior,” *Journal of Business Research*, **2024**, 172, 114415. (Impact Factor: 10.969; A-ABDC; SJR Q1) <https://doi.org/10.1016/j.jbusres.2023.114415>
4. Zou, W., Lin, B., Su, L., Houghton, J. D.* “Spiritual Leadership and Employee CSR Participation: A Probe from a Sensemaking Perspective,” *Journal of Business Ethics*, **2023**, 186, 695–709 (Impact Factor: 6.33; A-ABDC; SJR Q1; Financial Times 50)
*corresponding author <https://doi.org/10.1007/s10551-022-05227-6>
5. Yasmin, M., Zeytonli, A., Houghton, J. D.*, Hardway, L. “LMX and a Perceived Supportive Environment for Corporate Entrepreneurship: The Mediating Role of Psychological Empowerment,” *Asia Pacific Journal of Innovation and Entrepreneurship*, **2023**. (Impact Factor: 3.1) *corresponding author <http://dx.doi.org/10.1108/APJIE-07-2023-0136>
6. Maykrantz, S. A., Kost, J. E., Neck, C. B., Houghton, J. D. “The Relationship between Neighborly Social Capital and Health Outcomes,” *European Journal of Public Health*, Volume 33, Issue Supplement_2, October **2023**,
ckad160.1167, <https://doi.org/10.1093/eurpub/ckad160.1167>
7. Li, J., Liu, X., Houghton, J. D., Li, L., Zou, W. “A Multi-level Perspective of the Value Congruence Mechanisms underlying Transformational Leadership and Cooperative Voice,” *Baltic Journal of Management*, **2023**, 18(5), 649-667. (Impact Factor: 2.897; SJR Q2) <https://doi.org/10.1108/BJM-06-2022-0213>
8. Houghton, J. D., Oxarart, R. A., Langlinais, L. A. " Disrupting the Dysfunction: Workplace Spirituality, Dispositional Influences, and Job Satisfaction," *Journal of Management, Spirituality, and Religion*, **2023**, 20(5), 425-445. (Impact Factor: 2.40; SJR Q1) <https://doi.org/10.51327/HPXI9411>
9. Pearce C. L., Houghton, J. D., Manz, C. C., Dillon, P. J., Fugate, M., Wassenaar, C. L. “Time for a Group Hug? Toward a Model of Shared Emotional Leadership in and of Family Business,” *Journal of Family Business Strategy*, **2023**, 14(2), 100549. (Impact Factor: 6.114; B – ABDC; SJR Q1) <https://doi.org/10.1016/j.jfbs.2022.100549>
10. Langlinais, L. A., Howard, H. A., Houghton, J. D.* “Trust Me: Interpersonal Communication Dominance as a Tool for Influencing Interpersonal Trust,” *International Journal of Business Communication*, **2022**, Online First. (Impact Factor: 2.8; SJR Q2)
*corresponding author <https://doi.org/10.1177/23294884221080933>
11. Su, L., Houghton, J. D., Zou, W. “Does Organizational Empowerment Promote Self-leadership in Hotel Management? An Analysis Based on Employees' Cultural Value Orientation,” *Journal of Hospitality and Tourism Management*, **2022**, 53, 165-175. (Impact Factor: 5.959; A-ABDC; SJR Q1) <https://doi.org/10.1016/j.jhtm.2022.10.003>

12. Houghton, J. D. Oxarart, R., A., Bandyopadhyay, A. “Team Unity in Diversity: Definition, Conceptualization, and Scale Validation,” *Journal of Managerial Issues*, **2022**, 34 (2), 150-172.
13. Knotts, K., Houghton, J. D.*, Pearce, C. L., Chen, H., Stewart, G. L., Manz, C. C. “Leading From the Inside Out: A Meta-analysis of Self-leadership and Individual Outcomes,” *European Journal of Work and Organizational Psychology*, **2022**, 31(2), 273-291. (Impact Factor: 3.968; A – ABDC; SJR Q1) *corresponding author <https://doi.org/10.1080/1359432X.2021.1953988>
14. Maykrantz, S. A., Nobiling, B. D., Oxarart, R., Langlinais, L. A., Houghton, J. D.* “Coping with the Crisis: The Effects of Psychological Capital and Coping Styles on Stress during the COVID-19 Pandemic,” *International Journal of Workplace Health Management*, **2021**, 14(6), 650-665. (Impact Factor: 1.339) *corresponding author <https://doi.org/10.1108/IJWHM-04-2021-0085>
15. Knotts, K., Houghton, J. D.* “You Can’t Make Me! The Role of Self-Leadership in Enhancing Organizational Commitment and Work Engagement,” *Leadership & Organizational Development Journal*, **2021**, 42(5), 748-762. (Impact Factor: 3.774; B – ABDC; SJR Q1) *corresponding author <http://dx.doi.org/10.1108/LODJ-10-2020-0436>
16. Munyon, T. P., Houghton, J. D., Simarasl, N., Dawley, D., Howe, M. D. “Limits of Authenticity: How Organizational Politics Bound the Positive Effects of Authentic Leadership on Follower Satisfaction and Performance,” *Journal of Applied Social Psychology*, **2021**, 51(6), 594-609. (Impact Factor: 1.553; B – ABDC; SJR Q2) <https://doi.org/10.1111/jasp.12762>
17. Houghton, J. D., Oxarart, R., Heames, J. T., Buckley, M. R., Carbo, J. “Leader Power and Agency-Communion Orientations as Moderators of the Effects of Organizational Characteristics on Workplace Bullying,” *Employee Responsibilities and Rights Journal*, **2021**, 33, 235–249. (Impact Factor: 1.240) <https://doi.org/10.1007/s10672-021-09379-x>
18. Maykrantz, S. A., Gong, T., Petrolino, A. V., Nobiling, B. D., Houghton, J. D.* " How Trust in Information Sources Influences Preventative Measures Compliance during the COVID-19 Pandemic,” *International Journal of Environmental Research and Public Health*, **2021**, 18(11): 5867. (Impact Factor: 2.849; SJR Q2) *corresponding author <https://doi.org/10.3390/ijerph18115867>
19. Maykrantz, S. A., Langlinais, L. A., Houghton, J. D., Neck, C. P. “Self-Leadership and Psychological Capital as Key Cognitive Resources for Shaping Health Protective Behaviors during the COVID-19 Pandemic,” *Administrative Sciences*, **2021**, 11(41), 1-14. (Impact Factor: 2.836; SJR Q2) <https://doi.org/10.3390/admsci11020041>
20. Oxarart, R., Houghton, J. D.* “A Spoonful of Sugar: Gamification as Means for Enhancing Employee Self-Leadership and Self-Concordance at Work,” *Administrative Sciences*, **2021**, 11 (35), 1-16. (Impact Factor: 2.836; SJR Q2) *corresponding author <https://doi.org/10.3390/admsci11020035>

21. Jiang, X., Xu, S., Houghton, J. D., Kulich, S. J. “Leader Self-Development: Why Do People Develop Themselves as Leaders?” *Business Horizons*, **2021**, 64 (2), 239-248. (Impact Factor: 3.444; B – ABDC; SJR Q1) <https://doi.org/10.1016/j.bushor.2020.12.002>
22. Zou, W., Houghton, J. D., Li, J. “Workplace Spirituality as a Means of Enhancing Service Employee Well-Being through Emotional Labor Strategy Choice,” *Current Psychology*, **2020**. (Impact Factor: 4.291; SJR Q2) <https://doi.org/10.1007/s12144-020-01069-5>
23. Zou, W., Zeng, Y., Peng, Q., Xin, Y., Chen, J., Houghton, J. D.* “The Influence of Spiritual Leadership on the Subjective Well-being of Chinese Registered Nurses,” *Journal of Nursing Management*, **2020**, 28, 1432-1442. (Impact Factor: 2.243; SJR Q1) *corresponding author <https://doi.org/10.1111/jonm.13106>
24. Maykrantz, S. A., Houghton, J. D.* “Self-Leadership and Stress among College Students: Examining the Moderating Role of Coping Skills,” *Journal of American College Health*, **2020**, 68, 89-96. (Impact Factor: 1.656; SJR Q2) *corresponding author <https://doi.org/10.1080/07448481.2018.1515759>
25. Carnes, A., Knotts, K., Heames, J. T., Munyon, T. P., Houghton, J. D. “Think Fast: The Role of Thin Slices of Behavior in Employee Selection Decisions,” *International Journal of Selection and Assessment*, **2019**, 27, 357-370. (Impact Factor: 1.527; A – ABDC; SJR Q1) <https://doi.org/10.1111/ijsa.12257>
26. Cranmer, G. A., Goldman, Z. W., Houghton, J. D.* “I’ll Do It Myself: Self-Leadership, Proactivity, and Socialization,” *Leadership & Organization Development Journal*, **2019**, 40, 684-698. (Impact Factor: 3.774; SJR Q1) *corresponding author <https://doi.org/10.1108/lodj-11-2018-0389>
27. Jiang, X., Xu, S., Houghton, J. D., Manz, C. C. “Shades of Grey in Implicit Effective Leadership: Searching for Clarity in the Midst of Paradox,” *Leadership*, **2019**, 15, 673-695. (Impact Factor: 1.246; B – ABDC; SJR Q1) <https://doi.org/10.1177/1742715019827405>
28. Kazan, A., Knotts, K., Houghton, J. D., Neck C. P. “Self-Leadership and Action-State Orientation: The Role of Vertical and Horizontal Individualism,” *Journal of Leadership and Management*, **2018**, 12, 90-101. <http://leadership.net.pl/JLM/article/view/128>
29. Bucklew, N., DiGiovanni, N., Houghton, J. D., Lofaso, A. “Revisiting U.S. Labor Law as a Restriction to Works Councils: A Key for United States Global Competitiveness,” *Drake Law Review*, **2018**, 66, 515-547. <https://lawreviewdrake.files.wordpress.com/2018/09/bucklew-final1.pdf>
30. Manz, C. C., Houghton, J. D., Neck, C. P., Fugate, M., Pearce C. L. “Whistle While You Work: Toward a Model of Emotional Self-Leadership,” *Journal of Leadership and Organizational Studies*, **2016**, 23, 374-386. (Impact Factor: 3.448; B – ABDC; SJR Q1) <https://doi.org/10.1177/1548051816655993>

31. Houghton, J. D., Neck, C. P., Krishnakumar, S. "The What, Why, and How of Spirituality in the Workplace Revisited: A 14-year Update and Extension," *Journal of Management, Spirituality and Religion*, **2016**, 13, 177-205. (Impact Factor: 2.024; SJR Q1) <https://doi.org/10.1080/14766086.2016.1185292>
32. Houghton, J. D., Pearce, C., Manz, C., Courtright, S., Stewart, G. "Sharing is Caring: Toward a Model of Proactive Caring through Shared Leadership," *Human Resource Management Review*, **2015**, 25, 313-327. (Impact Factor: 7.444; A – ABDC; SJR Q1) <https://doi.org/10.1016/j.hrmr.2014.12.001>
33. Carnes, A., Houghton, J. D.*, Ellison, C. N. "What Matters Most in Leader Selection? The Role of Personality and Implicit Leadership Theories," *Leadership & Organizational Development Journal*, **2015**, 36, 360-379. (Impact Factor: 3.774; B – ABDC; SJR Q1)
*corresponding author <https://doi.org/10.1108/loj-06-2013-0087>
- Selected as a Highly Commended Winner at the Emerald Literati Network Awards for Excellence 2016
34. Krishnakumar, S., Houghton, J. D., Neck, C. P., Ellison, C. "The 'Good' and the 'Bad' of Spiritual Leadership: Toward a Spiritual Contingency Model," *Journal of Management, Spirituality, and Religion*, **2015**, 12, 17-37. (Impact Factor: 2.024; SJR Q1) <https://doi.org/10.1080/14766086.2014.886518>
35. Sproul, C. R., Bucklew, N., Houghton, J. D. "Academic Collective Bargaining: Patterns and Trends," *Journal of Collective Bargaining in the Academy*, **2014**, 6, 1-10. <https://thekeep.eiu.edu/jcba/vol6/iss1/5/>
36. Houghton, J. D., Carnes, A., Ellison, C. N. "A Cross-Cultural Examination of Self-Leadership: Testing for Measurement Invariance across Four Cultures," *Journal of Leadership and Organizational Studies*, **2014**, 21, 414-430. (Impact Factor: 3.448; B – ABDC; SJR Q1) <https://doi.org/10.1177/1548051813515753>
37. Neck, C. P., Houghton, J. D., Sardeshmukh, S. R., Goldsby, M., Godwin, J. L. "Self-Leadership: A Cognitive Resource for Entrepreneurs," *Journal of Small Business and Entrepreneurship*, **2013**, 26, 463-480. (Impact Factor: 1.426; SJR Q2) <https://doi.org/10.1080/08276331.2013.876762>
38. Wu, J., Neck, C. P., Houghton, J. D., Pozzuto, A. "Family satisfaction and entrepreneurship among Chinese women: The moderating role of self-efficacy," *International Journal of Business and Globalisation*, **2013**, 11, 291-309. <https://doi.org/10.1504/ijbg.2013.056204>
39. Houghton, J. D. "What is Good for General Motors: The Contributions and Influence of Alfred P. Sloan, Jr.," *Journal of Management History*, **2013**, 19, 328-344. (B – ABDC; SJR Q1) <https://doi.org/10.1108/jmh-04-2012-0024>
40. Bucklew, N., Ellison, C. N., Houghton, J. D. "Shared Governance and Academic Collective Bargaining in American Higher Education: A Potential Model for U.S. Participation in the Global Experience of Works Councils and Codetermination," *Journal of Collective Bargaining in the Academy*, **2013**, 4, 1-13. <https://thekeep.eiu.edu/jcba/vol4/iss1/3/>

41. Houghton, J. D., Elkin, R., Stevenson, S. " Toward a More Parsimonious Model of Arbitrator Acceptability: What Matters Most in Arbitrator Selection?" *International Journal of Conflict Management*, **2013**, 24, 6-22. (Impact Factor: 1.196; A – ABDC; SJR Q2) <https://doi.org/10.1108/10444061311296107>
42. Bucklew, N., Houghton, J. D.*, Ellison, C. N. "Faculty Union and Faculty Senate Co Existence: A Review of the Impact of Academic Collective Bargaining on Traditional Academic Governance," *Labor Studies Journal*, **2012**, 37, 373-390. *corresponding author (B – ABDC; SJR Q2) <https://doi.org/10.1177/0160449x13482734>
43. Houghton, J. D., Dawley, D., DiLiello, T. C. "The Abbreviated Self-Leadership Questionnaire (ASLQ): A More Concise Measure of Self-Leadership," *International Journal of Leadership Studies*, **2012**, 7, 216-232.
https://www.regent.edu/acad/global/publications/ijls/new/vol7iss2/IJLS_Vol7Iss2_Houghton_pp_216-232.pdf
44. Houghton, J. D., Wu, J., Godwin, J. L., Neck, C. P., and Manz, C. C. "Effective Stress Management: A Proposed Model of Emotional Intelligence, Self-Leadership, and Student Stress Coping," *Journal of Management Education*, **2012**, 36, 220-238. (Impact Factor: 1.070; B – ABDC; SJR Q1) <https://doi.org/10.1177/1052562911430205>
- *Selected as the 2023 Lasting Impact Award from the Management and Organizational Behavior Teaching Society (MOBTS) and Sage Publications. Recognizes an article published in JME at least ten years prior that continues to have a significant impact on management education or educators, either conceptually or practically, since its publication.*
45. Godwin, J. L., Houghton, J. D., Neck C. P., Mohan, E. C. "Dr. Martin Luther King, Jr.'s 'I Have a Dream' Speech as a Tool for Teaching Transformational Leadership and Vision," *Journal of Organizational Behavior Education*, **2011**, 4, 23-42.
<https://www.neilsonjournals.com/JOBE/abstractjobe4necketal1.html>
46. DiLiello, T. C., Houghton, J. D.*, Dawley, D. "Narrowing the Creativity Gap: The Moderating Effects of Perceived Support for Creativity," *Journal of Psychology*, **2011**, 145, 151-172. (Impact Factor: 1.430; SJR Q1) *corresponding author
<https://doi.org/10.1080/00223980.2010.548412>
47. Houghton, J. D. "Does Max Weber's Notion of Authority Still Hold in the 21st Century?" *Journal of Management History*, **2010**, 16, 449-453. (B – ABDC; SJR Q1)
<https://doi.org/10.1108/17511341011073933>
48. Dawley, D., Houghton, J. D.*, Bucklew, N. "Perceived Organizational Support and Turnover Intention: The Mediating Effects of Personal Sacrifice and Job Fit," *Journal of Social Psychology*, **2010**, 150, 238-257. (Impact Factor: 1.102; B – ABDC; SJR Q2)
*corresponding author <https://doi.org/10.1080/00224540903365463>

49. Houghton, J. D., DiLiello, T. C. "Leadership Development: The Key to Unlocking Individual Creativity in Organizations," *Leadership & Organization Development Journal*, **2010**, 31, 230-245. (Impact Factor: 3.774; B – ABDC; SJR Q1) <https://doi.org/10.1108/01437731011039343>
- Selected as a Highly Commended Winner at the Emerald Literati Network Awards for Excellence 2011
50. Houghton, J. D., Johnson, T. D. "Aggression, Risk Taking and Leadership Effectiveness: Leadership Lessons From The Explanatory Styles Of Civil War Generals," *International Journal of Leadership Studies*, **2009**, 5, 51-68. [https://www.regent.edu/acad/global/publications/ijls/new/vol5iss1/IJLS_Vol5Is1_HoughtonJohnson%20\(2\)R.pdf](https://www.regent.edu/acad/global/publications/ijls/new/vol5iss1/IJLS_Vol5Is1_HoughtonJohnson%20(2)R.pdf)
51. Houghton, J. D., Neck, C. P., Cooper, K. H. "Nutritious Food Intake: A New Competitive Advantage for Organizations?" *International Journal of Workplace Health Management*, **2009**, 2, 161-179. (Impact Factor: 1.339) <https://doi.org/10.1108/17538350910970228>
52. DiLiello, T. C., Houghton, J. D. "Does Organizational Level Influence Self-Leadership and Creativity in the Acquisition Workforce?" *Defense Acquisition Research Journal*, **2008**, 16, 94-113. https://www.dau.edu/library/arj/ARJ/arj48/ARJ48_DiLiello.pdf
53. DiLiello, T. C., Houghton, J. D.* "Creative Potential and Practiced Creativity: Identifying Untapped Creativity in Organizations," *Creativity and Innovation Management*, **2008**, 17, 37-46. (Impact Factor: 2.015; SJR Q1) *corresponding author <https://doi.org/10.1111/j.1467-8691.2007.00464.x>
54. Dennis, B., D'Intino, R. S., Houghton, J. D., Neck, C. P., Boyles, T. "Corporate Social Performance: Creating Resources to Help Organizations Excel," *Global Business and Organizational Excellence*, **2008**, 27 (2), 26-41. <https://doi.org/10.1002/joe.20192>
55. D'Intino, R. S., Goldsby, M. G., Houghton, J. D., Neck, C. P. "Self-Leadership: A Process for Entrepreneurial Success," *Journal of Leadership and Organizational Studies*, **2007**, 13, 105-120. (Impact Factor: 3.448; B – ABDC; SJR Q1) <https://doi.org/10.1177/10717919070130040101>
56. Houghton, J. D., Jinkerson, D. L. "Constructive Thought Strategies and Job Satisfaction: A Preliminary Examination," *Journal of Business and Psychology*, **2007**, 22, 45-53. (Impact Factor: 6.760; A – ABDC; SJR Q1) <https://doi.org/10.1007/s10869-007-9046-9>
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69. Godwin, J. L., Neck, C. P., Houghton, J. D. “The Impact of Thought Self-Leadership on Individual Goal Performance: A Cognitive Perspective,” *Journal of Management Development*, **1999**, 18, 153-169. (SJR Q1) <https://doi.org/10.1108/02621719910257738>
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Under Review

1. Reichard, E. V., Smith, D. J., Reichard, R. J., Houghton, J. D. “Advancing the Field of Self-leadership: A Bibliometric Review,” *Journal of Leadership & Organizational Studies* (Status: revise and resubmit). (**Impact Factor: 4.8; B – ABDC; SJR Q1**)
2. Neck, C. B., Maykrantz, S. A., Houghton, J. D., Neck, C. P. “Destructive Self-Leadership? Self-Leadership, Maladaptive Coping, and Stress in College Students,” *Stress and Health* (Status: under second review). (**Impact Factor: 3.0; A – ABDC; SJR Q1**)
3. Henn, C. M., Neck, C. B., Houghton, J. D. “The Pay Information Awareness Questionnaire (PIAQ): A Comprehensive Measure of Organizational Pay Transparency,” *Compensation & Benefits Review* (Status: revise and resubmit).
4. Fugate, M., Manz, C. C., Pearce, C. P., Houghton, J. D., Neck, C. P. “The Fundamental Conundrum of Emotions in the Workplace: Emotional Control Versus Emotional Authenticity,” *Business Horizons* (Status: initial submission). (**Impact Factor: 3.444; B – ABDC; SJR Q1**)
5. Liu, Y., Houghton, J. D., Sun, Y., Chen, S., Zou, W. “Does Differential Leadership Promote Employee Innovative Behavior? An Analysis Based on Employees' Cultural Value Orientation,” *Personnel Review* (Status: initial submission). (**Impact Factor: 3.9; A – ABDC; SJR Q1**)
6. Zou, W., Houghton, J. D., “The Ripple Effects of Leader Humor on Follower Thriving at Work: A Two-Path Serial Mediation Model,” *International Journal of Manpower* (Status: initial submission). (**Impact Factor: 4.4; A – ABDC; SJR Q1**)
7. Li, D., Houghton, J. D., Li, X., Ping, Q., Li, J., Zou, W., “The Impact of Commuting Stress on Nurses' Well-Being: Considering Gender Differences,” *International Journal of Nursing Studies* (Status: initial submission). (**Impact Factor: 8.1; SJR Q1**)
8. Henn, C. M., Houghton, J. D., Neck, C. B. “What Matters More in Pay Satisfaction? Pay Information, Pay Transparency, and Organizational Justice,” *Employee Relations: The International Journal* (Status: initial submission). (**Impact Factor: 2.7; B-ABDC; SJR Q1**)

9. Liu, Y., Houghton, J. D., Li, X., Li, D. Y., Chen, S. Y., and Zou, W. C. "The Spillover Effects of Commuting Stress on Thriving at Work: A Moderated Serial Mediation Model," *Psychology Research and Behavior Management* (Status: initial submission). **(Impact Factor: 2.8; SJR Q1)**
10. Knotts, K., Festa, M. M., Houghton, J. D. "Down but Not Out: The Moderating Role of Self-Leadership on the Relationships among Abusive Supervision, Work Engagement, and Psychological Withdrawal Behaviors," *Leadership & Organizational Development Journal* (Status: initial submission) **(Impact Factor: 4.2; B – ABDC; SJR Q1)**

Working Papers

1. Stanley, M., Neck, C. P., Neck, C. B., Houghton, J. D. "A Leader or a Friend? What Matters More in Recovery Attempts Following Unethical Leadership Behavior," Status: Currently revising for journal submission.
2. Musselman, R., Neubert, M. J., Houghton, J. D. "In a Moral Pickle: Servant Leadership and Conflicting Follower Goals," Status: Currently revising for journal submission.
3. Knotts, K., Houghton, J. D., Owie, E. "Going Above and Beyond Begins from Within: Self-Leadership as a Proactive Antecedent of Organizational Citizenship Behaviors," Status: Currently revising for journal submission.
4. Oxarart, R. A., Houghton, J. D. "Does Gamification Increase Work Motivation? Using the Job Characteristics Model to Understand Gamification Design Principles," Status: Currently revising for journal submission.
5. Langlinois, L. A., Houghton, J. D. "Rumor Has It: The Moderating Roles of Gossip and Leader-Member Exchange on Workplace Trust Development," Status: Currently revising for journal submission.
6. Langlinois, L. A., Houghton, J. D. "Say You'll Stay: The Role of Grit and the Dualistic Model of Work-Passion on Turnover Intentions," Currently revising for journal submission.
7. Neck, C. B., Neck, C. P., Houghton, J.D. "NIL: Name, Indignation, and Likeness – Exploring the Differential Motivational Effects of Pay Inequity," Conceptual paper with data collection planned.
8. Neuhaus, M., Neck, C. B., Houghton, J. D., Neck, C. P., "Self-Leadership 2.0: From Construct Cleanup and Measurement Clarification to an Expanded Self-leadership Framework," Draft manuscript.

Edited Book Chapters

1. Neck, C. B., Houghton, J. D., Neck, C. P. "Self-Leadership: Past, Present, and Future," In R. Whitney and K. Guthrie (Eds) *Leadership Theories, Frameworks, and Approaches in Practice*. IAP – Information Age Publishing, forthcoming **2025**.

2. Neuhaus, M., Houghton, J. D. "Self-leadership," In G. R. Goethals, S. T. Allison, and G. J. Sorenson (Eds.) *The SAGE Encyclopedia of Leadership Studies*. SAGE Publications, Inc.: Thousand Oaks, CA, **2023**.
3. Oxarart, R., Houghton, J. D., Neck C. P. "Organizational Behavior and Workplace Spirituality," In Y. Altman, J. Neal, and W. Mayrhofer (Eds.) *Workplace Spirituality - Making a Difference*. De Gruyter: Berlin, **2021**.
4. Kazan, A., Knotts, K., Houghton, J. D., Neck C. P. "Self-Leadership and Action-State Orientation: The Role of Vertical and Horizontal Individualism," In A. Szpaderski and M. J. Urick (Eds.), *Essential Principles for Managers: Innovative Approaches to Examining Foundational Theories of Management and Leadership* (pp. 185-211). HPL Publications, Inc.: Douglassville, PA, **2018**.
5. Houghton, J. D., Neck, C. P., Manz, C. C., "Self-Leadership and Superleadership: The Heart and Art of Facilitating Shared Leadership," In C. L. Pearce and J. A. Conger (Eds.), *Shared Leadership: Reframing the How's and Why's of Leadership* (pp. 123-140). Sage Publications: Thousand Oaks, CA, **2003**.

Book Reviews

Houghton, J. D., "Review of *Management: Current Practices and New Directions*," *The Academy of Management Learning and Education*, **2010**, 9, 354-355.

Presentations at Professional Meetings

1. Henn, C. M., Neck, C. B., Houghton, J. D. "The Pay Information Awareness Questionnaire (PIAQ): A Comprehensive Measure of Organizational Pay Transparency," paper accepted for presentation at the Annual Meeting of the Southern Management Association, San Antonio, TX, **2024**.
2. Oxarart, R. A., Houghton, J. D. "Using the Job Characteristics Model to Explain the Relationship Between Gamification and Intrinsic Work Motivation," paper accepted for presentation at the Annual Meeting of the Southern Management Association, San Antonio, TX, **2024**.
3. Henn, C. M., Houghton, J. D., Neck, C. B. "What Matters Most in Pay Satisfaction? Pay Information, Pay Transparency, and Organizational Justice," paper presented at the 2024 Academy of Management Meeting, Chicago, IL, **2024**.
4. Houghton, J. D., Reichard, E. V., Smith, D. J. "The Evolution of a Construct: A Bibliometric Review of Self-Leadership," paper presented as part of the symposium, "Bibliometric Methods in Organizational Research: The Good, Bad, and the Ugly," at the 2024 Academy of Management Meeting, Chicago, IL **2024**.

5. Neuhaus, M., Neck, C. B., Houghton, J. D., Neck, C. P. "Self-Leadership 2.0: From Construct Cleanup and Measurement Clarification to an Expanded Self-leadership Framework." Paper presented at the 2nd International Conference on Behavioral Science and Applied Psychology (BSAP2023), Malaysia, **2023**.
6. Kost, J., Maykrantz, S. A., Neck, C. B., Houghton, J. D. "Does Being Neighborly Impact the Social Fabric Of A Community? The Relationship Between Neighborly Social Capital and Health Outcomes." Paper presented at the 16th European Public Health Conference, Dublin, Ireland, **2023**.
7. Neck, C. B., Neck, C. P., Houghton, J.D. "NIL: Name, Indignation, and Likeness - Exploring the Differential Motivational Effects of Pay Inequity," paper presented at the Annual Meeting of the Southern Management Association, St. Pete Beach, FL, **2023**.
8. Neck, C. B., Maykrantz, S. A., Houghton, J. D., Neck, C. P. "Destructive Self-Leadership? Self-Leadership, Maladaptive Coping, and Stress in College Students," paper presented at the Annual Meeting of the Southern Management Association, St. Pete Beach, FL, **2023**.
9. Yasmin, M., Zeytonli, A., Hardway, L., Houghton, J. D., "LMX and Corporate Entrepreneurship: The Mediating Role of Psychological Empowerment," paper presented at the 2023 Western Academy of Management Conference, Reno, NV, **2023**.
10. Angus, R. W., Houghton, J. D., Neck, C. B., Holderness, D. K., "Who Pivots? The Effects of Self-Leadership on Entrepreneurial Pivoting Behavior," paper presented at the Annual Meeting of the Southern Management Association, Little Rock, AR, **2022**.
11. Miller, M. J., Neck, C. B., Houghton, J. D. "Reactivity to Sexism among Women in Male-Dominated Occupations: The Moderating Role of Self-Leadership," paper presented at the Annual Meeting of the Southern Management Association, Little Rock, AR, **2022**.
12. Angus, R. W., Holderness, D. K., Houghton, J. D. "Who Pivots? The Big Five Personality Dimensions and Entrepreneurial Pivoting Behavior," paper presented at the Strategic Management Society 42nd Annual Conference, London, UK, **2022**.
 - *Strategic Management Society Annual Conference Best Paper Prize Honorable Mention.*
13. Knotts, K. G., & Houghton J. D. "Revisiting the Revised Self-Leadership Questionnaire," paper presented at the Appalachian Research in Business Symposium 2022 Annual Meeting, Richmond, KY, **2022**.
14. Hanley, Y. D., Maykrantz, S. A., Houghton, J. D. "Broken Engagement: The Role of Grit and LMX in Enhancing Faculty Engagement," paper presented at the 2022 Western Academy of Management Conference, Waikoloa, HI, **2022**.

15. Bandyopadhyay, A., Oxarart, R., Houghton, J. D. "The Effects of Team Unity in Diversity on Team Performance: The Moderating Roles of Self- and Shared Leadership," paper presented at the Annual Meeting of the Midwest Academy of Management, Davenport, IA, **2021**.
16. Langlinais, L. A., Bandyopadhyay, A., Houghton, J. D. "Say You'll Stay: The Role of Grit and Work-Passion on Turnover Intentions," paper presented at the Annual Meeting of the Southern Management Association, New Orleans, LA, **2021**.
17. Houghton, J.D., Langlinais, L.A., Oxarart, R.A. "Disrupting the Dysfunction: Workplace Spirituality as a Moderator of the Effects of Dispositional Influences on Job Satisfaction," paper presented at the Annual Meeting of the Christian Business Faculty Association, Nashville, TN, **2021**.
18. Oxarart, R., Houghton, J. D. "A Spoonful of Sugar: Gamification as Means for Enhancing Employee Self-Leadership and Self-Concordance at Work," paper presented at the Life Improvement Science conference, Virtual conference, **2021**.
19. Maykrantz, S. A., Gong, T., Petrolino, A. V., Houghton, J. D., Nobiling, B. D., "COVID-19 and Mental Health: Predisposition, Prevention, New Onset," session presented at the 10th Annual Conference of the American Society of Health Economists, Virtual Conference, **2021**.
20. Houghton, J. D., Oxarart, R., Heames, J. T., Buckley, M. R., Carbo, J., "Leader Power and Agency-Communion Orientations as Moderators of the Effects of Organizational Characteristics on Workplace Bullying," paper presented at the Annual Meeting of the Midwest Academy of Management, Virtual Conference, **2020**.
21. Oxarart, R., Houghton, J. D., "Gamification and Motivation in Training Design: A Theory-Based Conceptual Model," paper presented at the Annual Meeting of the Southern Management Association, Virtual Conference, **2020**.
22. Fugate, M., Manz, C. C., Pearce, C. P., Houghton, J. D., Neck, C. P "Emotion Self-Leadership As A Means For Enhancing Emotional Authenticity And Personal Effectiveness In The Workplace," paper presented at the Annual Meeting of the Southern Management Association, Virtual Conference, **2020**.
23. Langlinais, L. A., Oxarart, R., Maykrantz, S. A., Nobiling, B. D., Houghton, J. D., "Coping with the Crisis: The Effects of Psychological Capital and Coping Styles on Stress during the COVID-19 Pandemic," paper presented via asynchronous presentation in the Academy of Management Organizational Behavior Division COVID-19 Rapid Research Plenary, **2020**.
24. Langlinais, L. A., Howard, H. A., Houghton, J. D. "Trust in Me: Interpersonal Communication Dominance as a Tool for Influencing Interpersonal Trust," paper accepted for presentation at the 2020 Western Academy of Management Conference, Waikoloa, HI, **2020**. Conference canceled due to COVID-19 pandemic.

25. Langlinais, L. A., Houghton, J. D. "Rumor Has It: The Moderating Roles of Gossip and Leader-Member Exchange on Workplace Trust Development," paper accepted for presentation at the 2020 Western Academy of Management Conference, Waikoloa, HI, **2020**. Conference canceled due to COVID-19 pandemic.
26. Houghton, J. D., Maykrantz, S. A. "Learning to Use Self-Leadership During the Dissertation Process," session presented as part of the Pre-Conference Doctoral Student Consortium at the 21st Annual Global Conference of the International Leadership Association, Ottawa, Canada, **2019**.
27. Geiger, M., Oxarart, R., Houghton, J. D. "What School Are You From? Stereotype Threat Due to Institutional Prestige," paper presented at the Annual Meeting of the Southern Management Association, Norfolk, VA, **2019**.
28. Knotts, K., Houghton, J. D. "Going Above and Beyond Begins from Within: Self-Leadership as a Proactive Antecedent of Organizational Citizenship Behaviors," paper presented at the 2019 Western Academy of Management Conference, Rohnert Park, CA, **2019**.
29. Knotts, K., Houghton, J. D. "You Can't Make Me! The Role of Self-Leadership in Enhancing Organizational Commitment and Work Engagement," paper presented at the Annual Meeting of the Southern Management Association, Lexington, KY, **2018**.
30. Maykrantz, S. A., Houghton, J. D. "Self-Leadership and Stress among College Students: The Moderating Role of Coping," paper presented at the 2018 Western Academy of Management Conference, Salt Lake City, UT, **2018**.
31. Hirshman, A., Bowers, L., Rath, S., Houghton, J. D. "Is Blood Thicker than Water? How Crisis Type and Severity Influence Organizational Commitment and Turnover Intention," paper presented at the 2018 Western Academy of Management Conference, Salt Lake City, UT, **2018**.
32. Cranmer, G. A., Goldman, Z. W., Houghton, J. D. "I Can do it Myself: The Role of Self-Leadership and Proactivity in Organizational Newcomers' Socialization," paper presented at the 2017 National Communication Association Annual Convention, Dallas, TX, **2017**.
33. Kazan, A., Knotts, K., Houghton, J. D., "Self-Leadership and Action-State Orientation: The Role of Vertical and Horizontal Individualism," paper presented at the 2017 Western Academy of Management Conference, Palm Springs, CA, **2017**.
34. Houghton, J. D., Knotts, K., Carnes, A., "The Self-Leadership and Organizational Citizenship Behaviors Relationship: Exploring Mediating Mechanisms and Moderating Effects," paper presented at the 2017 Western Academy of Management Conference, Palm Springs, CA, **2017**.
35. Knotts, K., Chen, H., Luo, A., Houghton, J. D., "Self-leadership and Individual Outcomes: A Meta-analytic Review," paper presented at the Annual Meeting of the Southern Management Association, St. Pete Beach, FL **2015**.

36. Fugate, M., Manz, C. C., Houghton, J. D., Neck, C. P., “Emotional Self-Leadership (ESL): A Process For Enhancing Emotion Self- Influence, Emotion Authenticity, And Personal Effectiveness,” paper presented at the Annual Meeting of the Southern Management Association, Savannah, GA, **2014**.
37. Houghton, J. D., Dawley, D., Bucklew, N. “Truly Limiting: How Authentic Leadership and Organizational Politics Affect the Performance of Organizational Citizenship Behavior,” paper presented at the 2013 Academy of Management Meeting, Orlando, FL, **2013**.
38. Godwin, J. L., Neck, C. P., and Houghton, J. D. “David verses Goliath: A Case Study of Faith, Self-Efficacy and Goal Commitment,” poster presentation at the Christian Business Faculty Association (CBFA) 2013 Conference, Bourbonnais, Illinois, **2013**.
39. Carnes, A., Ellison, C. N., Houghton, J. D. “What Matters Most in Leader Selection? The Role of Personality and Implicit Leadership Theories,” paper presented at the Annual Meeting of the Southern Management Association, Ft. Lauderdale, FL, **2012**.
40. Krishnakumar, S., Ellison, C., Houghton, J. D. , Neck, C. P. “The ‘Good’ and the ‘Bad’ of Spiritual Leadership: Toward a Spiritual Contingency Model,” paper presented at the Annual Meeting of the Southern Management Association, Ft. Lauderdale, FL, **2012**.
41. Bucklew, N., Ellison, C. N., Houghton, J. D. “Shared Governance and Academic Collective Bargaining in American Higher Education: A Potential Model for U.S. Participation in the Global Experience of Works Councils and Codetermination,” paper presented at the Annual Academy of International Business Southeast USA Conference, Ft. Lauderdale, FL, **2012**.
42. Houghton, J. D., Carnes, A., Ellison, C. N. “A Cross-Cultural Examination of Self-Leadership: Testing for Measurement Invariance across Four Cultures,” paper presented at the Annual Academy of International Business Southeast USA Conference, Ft. Lauderdale, FL, **2012**.
43. Bucklew, N., Houghton, J. D. “The Interface of Faculty Bargaining and Traditional Academic Governance,” presentation at the Academy for Academic Personnel Administration Annual Meeting, Clearwater, FL, **2012**.
44. Manz, C. C., Houghton, J. D., Neck, C. P., Alves, J. C., “Emotional Self-Leadership: Strategies for Shaping Emotional Experiences and Emotional Authenticity in the Workplace,” paper presented at the Annual Meeting of the Southern Management Association, Savannah, GA, **2011**.
45. Houghton, J. D., “General Principles: The Contributions and Influence of Alfred P. Sloan, Jr.,” paper presented at the Annual Meeting of the Southern Management Association, Savannah, GA, **2011**.

46. Bucklew, N., Houghton, J. D., Ellison, C. "Academic Collective Bargaining and its Impact on Traditional Faculty Governance Systems," paper presented at the AAUP Shared Governance Conference and Workshops, Washington, DC, **2011**.
47. Bucklew, N., Houghton, J. D. "Academic Collective Bargaining and Faculty Governance," paper presented at the National Conference – Center for the Study of Collective Bargaining in Higher Education, New York, NY, **2011**.
48. Bucklew, N., Houghton, J. D., "Faculty Unions and their Impact on Traditional Faculty Governance Systems," paper presented at the Annual Conference of the Academy of Academic Personnel Association, Clearwater, FL, **2010**.
49. Houghton, J. D., Dawley, D., DiLiello, T. C., "The Abbreviated Self-Leadership Questionnaire (ASLQ): A More Concise Measure of Self-Leadership," paper presented at the 2010 Western Academy of Management Conference, Kailua-Kona, HI, **2010**.
50. Houghton, J. D. "Teaching Large Business Classes Using the 'Hook, Line, and Sinkers!' Model," symposium presented at the 2010 Western Academy of Management Conference, Kailua-Kona, HI, **2010**.
51. Elkin, R., Houghton, J. D., Stevenson, S. " Toward a More Parsimonious Model of Arbitrator Acceptability: What Matters Most in Arbitrator Selection?" paper presented at the Seventeenth Annual International Conference of the Association on Employment Practices and Principles (AEPP), Montreal, Quebec, Canada, **2009**.
52. Houghton, J. D., DiLiello, T. C., "Leadership Development: The Key to Unlocking Individual Creativity in Organizations," paper presented at the 2009 Western Academy of Management Conference, Midway, UT, **2009**.
53. Houghton, J. D., Heames, J. T., Carbo, J., "Perceived Leadership Style: A Moderator of Workplace Bullying Behavior," paper presented at the Sixteenth Annual International Conference of the Association on Employment Practices and Principles (AEPP), Chicago, IL, **2008**.
54. Houghton, J. D., Johnson, T. D., "Aggression, Risk Taking and Leadership Effectiveness: Leadership Lessons From The Explanatory Styles Of Civil War Generals," paper presented at the Sixteenth Annual International Conference of the Association on Employment Practices and Principles (AEPP), Chicago, IL, **2008**.
55. Dawley, D., Houghton, J. D., Bucklew, N., "Perceived Organizational Support and Turnover Intention: The Mediating Effects of Personal Sacrifice and Job Fit," paper presented at the 2008 Academy of Management Meeting, Anaheim, CA, **2008**.
56. Houghton, J. D., DiLiello, T. C., "Learning to Use Self-Leadership during the Dissertation Process," professional development workshop presented at the **2008** Academy of Management Meeting, Anaheim, CA, 2008.

57. Houghton, J. D., Neck, C. P., Cooper, K. H., "Nutritious Food Intake: A New Competitive Advantage for Organizations?" paper presented at the 2007 Midwest Academy of Management Conference, Kansas City, MO, **2007**.
58. DiLiello, T. C., Houghton, J. D., "Self-Leadership and Creativity Differences in Line and Supervisory Defense Acquisition Employees," paper presented at the 4th Annual Acquisition Research Symposium, Naval Postgraduate School, Monterey, CA, **2007**.
59. DiLiello, T. C., Houghton, J. D., "Creative Potential and Practiced Creativity: Identifying Untapped Creativity in Organizations," paper presented at the 2007 Western Academy of Management Conference, Missoula, MT, **2007**.
60. Neck, C. P., Houghton, J. D. "Through the Looking Glass: Reflections on Twenty Years of Self-Leadership Theory and Research," paper presented as part of the symposium, "Two Decades of Self-Leadership Theory and Research: Past Developments, Present Trends, and Future Possibilities," at the 2006 Academy of Management Meeting, Atlanta, GA, **2006**.
- *I also served as the organizer and chair of this symposium.*
61. DiLiello, T. C., Houghton, J. D., "The Relationships between Self-Leadership, Innovation, Creativity and Perceived Workplace Support," paper presented as part of the symposium, "Two Decades of Self-Leadership Theory and Research: Past Developments, Present Trends, and Future Possibilities," at the 2006 Academy of Management Meeting, Atlanta, GA, **2006**.
- *I also served as the organizer and chair of this symposium.*
62. DiLiello, T. C., Houghton, J. D., "Maximizing Organizational Leadership Capacity for the Future: The Impact of Self-Leadership on Innovation and Creativity," paper presented at the 2006 Western Academy of Management Conference, Long Beach, CA, **2006**.
63. Dennis, B., Houghton, J. D., Neck, C. P., "Corporate Social Performance and the Resource-Based View: A Classic Example of Win-Win," paper presented at the 2006 Southwest Academy of Management Conference, Oklahoma City, OK, **2006**.
64. Jackson, S. A., Houghton, J. D., "An Evaluation of Pastoral Self-Leadership and Church Health in Church Plants," paper presented at the Christian Business Faculty Association (CBFA) 21st Annual Conference, San Diego, CA, **2005**.
65. Vardiman, P., Houghton, J. D., Jinkerson, D. L., "Environmental Leadership Development: Toward a Contextual Model of Leadership Emergence and Effectiveness," paper presented at the Annual Meeting of the Southern Management Association, San Antonio, TX, **2004**.
66. Houghton, J. D., Jinkerson, D. L., "Christianity and Job Satisfaction: The Moderating Effects of a Christian Belief System," paper presented at the Christian Business Faculty Association (CBFA) 20th Annual Conference, San Antonio, TX, **2004**.

67. Houghton, J. D., Jinkerson, D. L., "Constructive Thought Strategies and Job Satisfaction: A Preliminary Examination," paper presented at the 2004 Western Academy of Management Conference, Alyeska, Alaska, **2004**.
68. Houghton, J. D. "Hook, Line, and Sinker! An Exciting Approach for Engaging Your Students in the Classroom," symposium presented at the Eleventh Annual Institute for Behavioral and Applied Management (IBAM) Conference, Tampa, FL, **2003**.
69. Houghton, J. D. "Self-Leadership and Superleadership: The Heart and Art of Facilitating Shared Leadership," paper presented as part of the symposium, "Shared Leadership: Reframing the How's and Why's of Leadership," at the 2002 Academy of Management Meeting, Denver, CO, **2002**.
70. Houghton, J. D., & Yoho, S. K. "Toward a Contingency Model of Leadership and Follower Empowerment: When Should Self-Leadership Be Encouraged?" paper presented at the Ninth Annual Conference of the American Society of Business and Behavioral Sciences (ASBBS), Las Vegas, NV, **2002**.
71. Houghton, J. D., Neck, C. P. "The Revised Self-Leadership Questionnaire: Testing a Hierarchical Factor Structure for Self-Leadership," paper presented at the Annual Meeting of the Southern Management Association, New Orleans, LA, **2001**.
72. Houghton, J. D., Bonham, T. W., Neck, C. P., Singh, K. "The Relationship Between Self-Leadership and Personality: A Comparison of Hierarchical Factor Structures," paper presented at the 2001 Academy of Management Meeting, Washington, DC, **2001**.
73. Houghton, J. D. "Goal Setting Effectiveness in Complex Task Situations: A Reticulated Behavioral Chain Model," paper presented at the Society for Advancement of Management (SAM) International Management Conference, St. Augustine, FL, **2000**.
74. Houghton, J. D. "The Effects of Extraversion in Team Composition on Team Processes and Performance," paper presented at the 21st Annual Industrial Organizational/Organizational Behavior (IOOB) Graduate Conference, University of Tennessee, Knoxville, TN, **2000**.
75. Houghton, J. D. "Extraversion and Organizational Work Beliefs as Pre-Employment Predictors of Union Attitudes," paper presented at the Seventh Annual Institute for Behavioral and Applied Management (IBAM) Conference, Annapolis, MD, **1999**.
 - *This paper was selected as the best paper in the conference's Doctoral Student Division.*
76. Houghton, J. D., Neck, C. P., Manz, C. C., "We Think We Can, We Think We Can, We Think We Can': The Impact of Thinking Patterns and Self-Efficacy on Work Team Sustainability," paper presented at the Annual Meeting of the Southern Management Association, Atlanta, GA, **1999**.
77. Houghton, J. D., Anand, V., Neck, C. P., "Toward a Framework of Corporate Merger Effectiveness: A Human Resource Perspective," paper presented at the Annual Meeting of the Southern Management Association, Atlanta, GA, **1999**.

78. Houghton, J. D. “The Role of Personality and Work Beliefs as Pre-Employment Predictors of Union Attitudes,” paper presented at the 20th Annual Industrial Organizational/Organizational Behavior (IOOB) Graduate Conference, George Mason University, Fairfax, VA, **1999**.

- *This paper was nominated for the Lyman-Porter Award (sponsored by the OB Division of the Academy of Management) given to the best OB paper at the conference. One of only four papers so nominated.*

Textbooks

1. Neck, C. P., Houghton, J. D., Murray, E. L. *Management 4e*, SAGE Publications, Forthcoming **2025**.
2. Neck, C. P., Houghton, J. D., Manz, C. C. *Self-Leadership: The Definitive Guide to Personal Excellence 3e*, SAGE Publications, Forthcoming **2025**.
3. Neck, C. P., Houghton, J. D., Murray, E. L. *Organizational Behavior 3e*, SAGE Publications, **2024**.
4. Neck, C. P., Houghton, J. D., Murray, E. L. *Management 3e*, SAGE Publications, **2022**.
5. Neck, C. P., Manz, C. C., Houghton, J. D. *Self-Leadership: The Definitive Guide to Personal Excellence 2e*, SAGE Publications, **2020**.
6. Neck, C. P., Houghton, J. D., Murray, E. L. *Organizational Behavior 2e*, SAGE Publications, **2020**.
7. Neck, C. P., Houghton, J. D., Murray, E. L., Lattimmer, C. *Management 2e*, John Wiley & Sons, **2017**.
8. Neck, C. P., Houghton, J. D., Murray, E. L. *Organizational Behavior*, SAGE Publications, **2017**.
9. Neck, C. P., Manz, C. C., Houghton, J. D. *Self-Leadership: The Definitive Guide to Personal Excellence*, SAGE Publications, **2017**.
10. Neck, C. P., Lattimmer, C., Houghton, J. D. *Management*, John Wiley & Sons, **2014**.

Textbook Chapters

Houghton, J. D., D’Intino, R. S., Neck, C. P., “Finding the Path to Uniqueness: Self-Leadership and Individual Differences,” In C. P. Neck and C. C. Manz, *Mastering Self-Leadership: Empowering Yourself for Personal Excellence (6e)*, Pearson Prentice Hall, **2013**.

Other Publications

Houghton, J. D., Lewis-Brim, C. F. “Mastering Self-Leadership (6e) Instructor’s Manual,” Pearson Prentice Hall: Upper Saddle River, NJ, **2013**.

- For general use by any instructor adopting the Mastering Self-Leadership (6e) text.

Houghton, J. D. “Mastering Self-Leadership (4e) Instructor’s Manual (2e),” Pearson Prentice Hall: Upper Saddle River, NJ, **2007**.

- For general use by any instructor adopting the Mastering Self-Leadership (4e) text.

Houghton, J. D. “Mastering Self-Leadership (3e) Instructor’s Manual – General Version,” Pearson Prentice Hall: Upper Saddle River, NJ, **2005**.

- For general use by any instructor adopting the Mastering Self-Leadership (3e) text.

Houghton, J. D. “Mastering Self-Leadership (3e) Instructor’s Manual – Customized Version,” Pearson Prentice Hall: Upper Saddle River, NJ, **2005**.

- Customized for use by instructors at the United States Naval Academy, Annapolis, MD.

PROFESSIONAL MEETINGS ATTENDED

1. Annual Meeting of the Academy of Management, Chicago, IL; August 2024.
2. Management and Organizational Behavior Teaching Society (MOBTS) Annual Conference, Salem, MA, June 2024.
3. Annual Meeting of the Southern Management Association, St. Pete Beach, FL; October 2023.
4. Western Academy of Management Conference, Reno, NV; March 2023.
5. Annual Meeting of the Southern Management Association, Little Rock, AR; October 2022.
6. Annual Meeting of the Southern Management Association, New Orleans, LA; November 2021.
7. Christian Business Faculty Association (CBFA) Annual Conference, Nashville, TN; October, 2021.
8. Annual Meeting of the Midwest Academy of Management, Virtual Conference, October 2020
9. Annual Meeting of the Southern Management Association, Virtual Conference, October 2020.
10. Annual Meeting of the Southern Management Association, Norfolk, VA; November 2019.
11. 21st Annual Global Conference of the International Leadership Association, Ottawa, Canada, October 2019.
12. Annual Meeting of the Southern Management Association, Lexington, KY; November 2018.
13. 20th Annual Global Conference of the International Leadership Association, West Palm Beach, FL; October 2018.
14. Western Academy of Management Conference, Salt Lake City, UT; March 2018.
15. Western Academy of Management Conference, Palm Springs, CA; March 2017.
16. Annual Meeting of the Southern Management Association, St. Pete Beach, FL; October

- 2015.
17. Annual Meeting of the Southern Management Association, Savannah, GA; November 2014.
 18. Annual Meeting of the Academy of Management, Philadelphia; August 2014.
 19. Annual Meeting of the Academy of Management, Orlando, FL; August 2013.
 20. Annual Meeting of the Southern Management Association, Ft. Lauderdale, FL; November 2012.
 21. The Annual Academy of International Business Southeast USA Conference, Ft. Lauderdale, FL, 2012.
 22. Annual Meeting of the Southern Management Association, Savannah, GA; November 2011.
 23. Annual Meeting of the Academy of Management, Montreal, Quebec, Canada; August 2010.
 24. Western Academy of Management Conference, Kailua-Kona, HI; March 2010.
 25. Labor and Employment Relations Association, 62nd Annual Meeting, Atlanta, GA; January 2010.
 26. Seventeenth Annual International Conference of the Association on Employment Practices and Principles (AEPP), Montreal, Quebec, Canada; September 2009.
 27. Western Academy of Management Conference, Midway, UT; March 2009.
 28. Sixteenth Annual International Conference of the Association on Employment Practices and Principles (AEPP), Chicago, IL; October 2008.
 29. Annual Meeting of the Academy of Management, Anaheim, CA; August 2008.
 30. Labor and Employment Relations Association, 60th Annual Meeting, New Orleans, LA; January 2008.
 31. Midwest Academy of Management Conference, Kansas City, MO; October 2007.
 32. 4th Annual Acquisition Research Symposium, Naval Postgraduate School, Monterey, CA; May 2007.
 33. Western Academy of Management Conference, Missoula, MT; March 2007.
 34. Labor and Employment Relations Association, 59th Annual Meeting, Chicago, IL; January 2007.
 35. Annual Meeting of the Academy of Management, Atlanta, GA; August 2006.
 36. Western Academy of Management Conference, Long Beach, CA; April 2006.
 37. Southwest Academy of Management Conference, Oklahoma City, OK; March 2006.
 38. Christian Business Faculty Association (CBFA), 21st Annual Conference, San Diego, CA; October, 2005.
 39. Annual Meeting of the Southern Management Association, San Antonio, TX; November 2004.
 40. Christian Business Faculty Association (CBFA), 20th Annual Conference, San Antonio, TX; October, 2004.
 41. Western Academy of Management Conference, Alyeska Resort, Alaska; April 2004.
 42. Eleventh Annual Institute for Behavioral and Applied Management Conference, Tampa, FL; October, 2003.
 43. Annual Meeting of the Academy of Management, Denver, CO; August 2002.
 44. Ninth Annual Conference of the American Society of Business and Behavioral Sciences (ASBBS), Las Vegas, NV; February 2002.
 45. Annual Meeting of the Southern Management Association, New Orleans, LA; November 2001.
 46. Annual Meeting of the Academy of Management, Washington, DC; August 2001.

47. 2000 Society for Advancement of Management International Management Conference, St. Augustine, FL; March, 2000.
48. 21st Annual Industrial Organizational/Organizational Behavior (IOOB) Graduate Conference, University of Tennessee, Knoxville, TN; March, 2000.
49. Seventh Annual Institute for Behavioral and Applied Management Conference, Annapolis, MD; November 1999.
50. Annual Meeting of the Southern Management Association, Atlanta, GA; October 1999.
51. Society for Industrial and Organizational Psychology Annual Conference, Atlanta, GA; April, 1999.
52. 20th Annual Industrial Organizational/Organizational Behavior (IOOB) Graduate Conference, George Mason University, Fairfax, VA; March, 1999.
53. Annual Meeting of the Academy of Management, San Diego, CA; August 1998.
54. Annual Meeting of the Southern Management Association, Atlanta, GA; November 1997.
55. Annual Meeting of the Southern Management Association, New Orleans, LA; November 1996.
56. Annual Meeting of the Southern Management Association, Orlando, FL; November 1995.
57. Annual Meeting of the Southern Management Association, New Orleans, LA; November 1994.
58. Fifteenth Annual Southern Industrial Relations and Human Resource Conference, West Virginia University, Morgantown, WV; October 1994.
59. Annual Meeting of the Midwest Finance Association, Chicago, IL; March 1994.
60. Annual Meeting of the Midsouth Academy of Economics and Finance, Nashville, TN; February 1994.
61. Nashville Quality Fair- American Society for Quality Control and Association for Quality Participation, sponsors; Nashville, TN; October 1993.

BUSINESS EXPERIENCE

- | | |
|-----------------------------|---|
| Summer 1998 | Department of Human Resources, Virginia Tech
Intern <ul style="list-style-type: none"> • Spearheaded a faculty compensation analysis with emphasis on internal and external equity issues • Evaluated job applications to select interview candidates • Composed job posting announcements • Prepared a pilot study for a university succession plan |
| December 1990-
July 1993 | One Valley Bank of Morgantown, Inc.
Retail Banking Representative/Branch Manager <ul style="list-style-type: none"> • Generated over \$3 million in consumer loans within eighteen months • Managed a branch staff of four Operations Support Supervisor <ul style="list-style-type: none"> • Supervised all operations and bookkeeping functions • Managed a staff of fourteen, providing daily procedural decisions • Reviewed & approved general ledger transactions and balancing sheets • Monitored daily customer account activity for fraudulent activity |

SERVICE ACTIVITIES

National/International

- Reviewer for the 2024 Meeting of the Southern Management Association, San Antonio, TX.
- Reviewer for the 2024 Annual Meeting of the Academy of Management, Chicago, IL.
- Reviewer for the 2023 Western Academy of Management Conference, Reno, NV.
- Reviewer for the 2022 Meeting of the Southern Management Association, Little Rock, AR.
- Reviewer for the 2021 Meeting of the Southern Management Association, New Orleans, LA.
- Reviewer for the 2020 Western Academy of Management Conference, Waikoloa, HI.
- Reviewer for the 2019 Western Academy of Management Conference, Rohnert Park, CA.
- Reviewer for the 2018 Western Academy of Management Conference, Salt Lake City, UT.
- Reviewer for the 2017 Meeting of the Southern Management Association, St. Pete Beach, FL.
- Reviewer for the 2017 Western Academy of Management Conference, Palm Springs, CA.
- Reviewer for the 2015 Meeting of the Southern Management Association, Savannah, GA.
- Reviewer for the 2014 Meeting of the Southern Management Association, Savannah, GA.
- Reviewer for the 2013 Meeting of the Southern Management Association, New Orleans, LA.
- External Committee Member for a doctoral dissertation titled, “The Mediating Effects of Affective Commitment and Normative Commitment on the Leader-Member Exchange-Turnover Intention and Perceived Organizational Support-Turnover Intention Relationships Among Federal Contracting Employees in North Central West Virginia,” by Eric Mohan, Anderson University, IN, 2023.
- External Committee Member for a doctoral dissertation titled, “Initial Look at the Relationship between and among Higher Education Executives’ Physical Activity & Self-Leadership,” by Jennifer Michelle Flora, University of Charleston, WV, 2018.
- External Committee Member for a doctoral dissertation titled, “The Self-Leadership Habits of Ultra Endurance, Athlete-Executive Leaders: An Exploratory Case Study,” by Andrew Sidwell, University of Charleston, WV, 2018.
- External Examiner for a doctoral thesis titled “Towards a theory of self-leadership and individual characteristics: Understanding the impact of situational factors,” by Sharifah Khairol Musairah Syed Abdul Mutalib,

University of Western Australia, 2013.

- Member of University Council of Human Resources and Industrial Relations Programs (UCHRIRP; 2007 – 2012).
- President of University Council of Human Resources and Industrial Relations Programs (UCHRIRP; 2010 – 2012).
- Editorial Board Member *Human Resource Management Review*
- Editorial Board Member *Administrative Sciences*
- Ad hoc reviewer for *Leadership Quarterly*, *Human Relations*, *Journal of Management Studies*, *International Journal of Conflict Management*, *Journal of Managerial Psychology*, *European Journal of Work and Organizational Psychology*, *Journal of Management History*, *Psychological Reports*, *European Management of Journal*, *Leadership and Organizational Development Journal*.
- Reviewer for the UCIRHRP Student Paper Competition of the Labor and Employment Relations Association, 64th Annual Meeting, Chicago, IL, 2012.
- Reviewer for the UCIRHRP Poster Session of the Labor and Employment Relations Association, 64th Annual Meeting, Chicago, IL, 2012.
- Reviewer for the UCIRHRP Student Paper Competition of the Labor and Employment Relations Association, 63rd Annual Meeting, Denver, CO, 2011.
- Reviewer for the UCIRHRP Poster Session of the Labor and Employment Relations Association, 63rd Annual Meeting, Denver, CO, 2011.
- Reviewer for the 2010 Western Academy of Management Conference, Kailua-Kona, HI.
- Reviewer for the Poster Session of the Labor and Employment Relations Association, 62nd Annual Meeting, Atlanta, GA, 2010.
- Track Chair and Session Chair, Human Resource Management and Development Track, Seventeenth Annual International Conference of the Association on Employment Practices and Principles (AEPP), Montreal, Quebec, Canada, 2009.
- Reviewer for the Poster Session of the Labor and Employment Relations Association, 61st Annual Meeting, San Francisco, CA, 2009.
- Track Chair and Session Chair, Management and Organization Studies Track, Sixteenth Annual International Conference of the Association on Employment Practices and Principles (AEPP), Chicago, IL, 2008.
- Reviewer for the University Council of Human Resources and Industrial Relations Student Paper Competition of the Labor and Employment Relations Association, 60th Annual Meeting, New Orleans, LA, 2008.
- Reviewer for the Poster Session of the Labor and Employment Relations Association, 60th Annual Meeting, New Orleans, LA, 2008.
- Reviewer for the Christian Business Faculty Association (CBFA), 20th Annual Conference, San Antonio, TX, 2004.
- Reviewer for the Organizational Behavior Division of the Academy of Management Annual Meeting, Seattle, WA, 2003.
- Reviewer for the Organizational Behavior Teaching Conference, Springfield, MA, 2003.

University/College

- West Virginia University Graduate Council (2018 – present)
- Chair of the John Chambers College of Business and Economics *Management Department* Tenure and Promotion Committee (2024 – present)
- Chair of the John Chambers College of Business and Economics *College* Tenure and Promotion Committee (2021 – 2024)
- Coach of the WVU MBA Big XII Case Competition Team (2013 –2017)
 - 2015 MBA Big XII Case Competition Champions
 - 2016 MBA Big XII Case Competition Third-Place
 - 2017 MBA Big XII Case Competition Third-Place
- Management DBA Program Committee (2023 – present)
- MSIRHR Curriculum Committee (2024 - present)
- MBA Curriculum Committee (2024 – present)
- Management Ph.D. Program Committee (2011 – 2012, 2015 - 2024)
- Undergraduate Programs Committee – Assurance of Learning Subcommittee (August 2012 – Present)
- Research advisor for Cayli Maxwell, Summer Research Undergraduate Experience (SURE) (2023)
- Co-Chair of the Search Committee for the position of Teaching Assistant Professor of Management (September 2022 – February 2023)
- Member of the Search Committee for the position of Visiting Teaching Assistant Professor of Business Law (May 2021 – November 2021)
- Chair of the Search Committee for the position of Assistant Professor of OB/HR (August 2018 – November 2018)
- Chair of the Search Committee for the position of Assistant Professor of OB/HR (December 2016 – March 2017)
- Member of the Search Committee for the position of Teaching Assistant Professor of Management (April 2016 – June 2016)
- Chair of Dissertation Committee – Bryton Neck (Fall 2023 - present)
- Chair of Comprehensive Examination Committee – Bryton Neck – (Summer and Fall 2023)
- Chair of Dissertation Committee – Richie Oxarart (Spring 2021 – Summer 2023)
- Member of Dissertation Committee – Heath Howard (Spring 2021 – present)
- Member of Dissertation Committee – Luke Langlinais (Fall 2020 – June 2022)
- Chair of Comprehensive Examination Committee – Richie Oxarart (2020)
- Member of Comprehensive Examination Committee – Luke Langlinais (2019)
- Member of Comprehensive Examination Committee – Mingang Geiger (2019)
- Chair of Dissertation Committee – Kevin Knotts (January 2016 – April 2018)
- Member of Comprehensive Examination Committee – Huaizhong Chen (2016)
- Chair of Comprehensive Examination Committee – Kevin Knotts – (2015)
- Department of Management Tenure and Promotion Committee (2012 – 2015)
- Chair of the Search Committee for the position of Teaching

Assistant/Associate Professor within the MSIR program and Management Department (August - December 2014)

- President of the WVU John Chambers College of B & E Chapter of Beta Gamma Sigma (May 2012 – December 2015)
- West Virginia University ePortfolio Committee (January – April 2014)
- Comprehensive Examination Committee (Chair) – Kevin Knotts (Summer – Fall 2015)
- Member of Dissertation Committee – Drew Carnes (Fall 2013 – Summer 2015)
- Comprehensive Examination Evaluator – Drew Carnes – Fall 2013
- College of Business and Economics Scholarships, Honors and Awards Committee (WVU, 2007 – 2008; 2012 - 2014)
- Member of the Search Committee for the position of Extension Assistant/Associate Professor within the WVU Institute for Labor Studies and Research (Fall 2012)
- Mountaineer Leadership Academy (MLA) – Mentor – Protégé: Nathan Harlan, MLA Cohort 2, Director of the WVU Challenge Course (2010 – 2012)
- Member of the Search Committee for the position of Extension Assistant Professor within the WVU Institute for Labor Studies and Research (Fall 2011)
- John Chambers College of Business and Economics Technology Committee (WVU, 2010 – 2012)
- John Chambers College of Business and Economics AACSB Accreditation Committee (WVU, 2008 – present)
- John Chambers College of Business and Economics Graduate Programs Committee (WVU, 2007 – 2012; 2018 - 2023)
- MSIR Program Admissions Committee (WVU, 2007 – 2015)
- MSIR Program Scholarships, Honors and Awards Committee (WVU, 2007 – 2015)
- Sponsor of the Industrial Relations Student Association (WVU, 2007 – 2015)
- West Virginia University ePortfolio Committee (2007 – 2008)
- John Chambers College of Business and Economics MBA Programs Committee (WVU, 2007 – 2008)
- John Chambers College of Business and Economics MBA International Concentration Committee (WVU, 2007 – 2008)
- Member of the Search Committee for the Program Leader of the WVU Institute for Labor Studies and Research (Fall 2007)
- Sponsor of Phi Beta Lambda Professional Business Fraternity (WVU, 2015 – Present; ACU, 2002 – 2006; Lipscomb University, 1993-1997; 2000 - 2002)
- AACSB Student Committee (ACU, 2005 - 2006)
- AACSB Curriculum Committee (ACU, 2002 - 2005)
- Writing Across the Curriculum Committee (ACU, 2002 – 2005)
- Faculty Reviewer, Junior/Senior Writing Skills Assessment (ACU, 2004)
- International Students/Global Influence Strategic Solution Team (ACU, 2003)
- Portfolio Evaluator, Bachelor of Applied Studies Program (ACU, 2003)

- Academic Advisory Committee (Lipscomb University, 2001 – 2002)
- Honors Committee (Lipscomb University, 2000 – 2002)
- Study Abroad Committee (Lipscomb University, 2000- 2002)
- Academic and Career Counseling: Advisor for Management majors (Lipscomb University, 1993-1997; 2000 - 2002)
- Chairperson of the Management Ph.D. Students Association (Virginia Tech, 1999-2000)
- Department of Management Graduate Curriculum Committee (Virginia Tech, 1999-2000)
- Pamplin College of Business Graduate Curriculum Committee (Virginia Tech, 1999-2000)
- Sponsor of Delta Nu fraternity (Lipscomb University, 1993-1996)

PROFESSIONAL DEVELOPMENT ACTIVITIES

- Master Remote Work Professional Certificate, Utah State University, Logan, UT, May 2021.
- SHRM-CP, SHRM-SCP Instructor Training, Dallas, TX, December 2014.
- Society for Human Resource Management (SHRM) Global Professional of Human Resources (GPHR) Certification Preparation Review Course, Alexandria, VA, November 2010.
- AACSB Assessment Seminar and Applied Assessment Seminar, Nashville, TN; May 2009
- Strategies in Recruiting Graduate Minority Students - workshop West Virginia University, Morgantown, WV; November 2008
- Faculty Evaluation at WVU - workshop West Virginia University, Morgantown, WV; October 2008
- Seminar on Case Method Teaching Harvard Business School, Harvard University Cambridge, MA; March 2001
- Ethics Matters: Workplace Ethics & Human Resources Management A program of the Josephson Institute and the Ethics Officer Association Los Angeles, CA; February 2001
- Fostering Self-Directed Work Teams American Management Association/Saturn Corporation Joint Seminar Nashville, TN; March 1996
- Keys to Service Excellence Disney University Professional Development Programs Nashville, TN; September 1995
- Certified Financial Planner Program Lipscomb University, Course: CFP I: Fundamentals of Financial Planning February-May 1994
- Robert Morris Associates/East Carolina University Commercial Lending School, Greenville, NC; May 1992
- Real Estate Law for Loan Officers and Realtors Seminar; Lakeview Resort and Conference Center, Morgantown, WV; October 1991

HONORS & ACHIEVEMENTS

- 2023 *Lasting Impact Award* - Management and Organizational Behavior Teaching Society (MOBTS) and SAGE Publications. Recognizes an article published in *Journal of Management Education* at least ten years prior that continues to have a significant impact on management education or educators, either conceptually or practically, since its publication.
- 2022 *Human Resource Management Review Excellence in Reviewing Award* - Selected based on recommendations from Associate Editors of reviewers who stood out in terms of providing exceptionally high-quality reviews. Of the hundreds of individuals who provide reviews for *HRMR* only a small subset were chosen to receive this recognition.
- 2016 *John Chambers College of B & E Distinction in Service to the College: Faculty Award* - Awarded annually to one faculty member within the college who demonstrates exceptional service activities
- 2016 *Highly Commended Paper Award* - Emerald Literati Network Awards for Excellence
- 2015 Inducted as a *Distinguished Member* of the National Society of Collegiate Scholars and served as keynote speaker at their student induction ceremony
- 2013 *Beta Gamma Sigma Professor of the Year* – John Chambers College of Business and Economics, West Virginia University – Awarded annually to one faculty member within the college as selected by a vote of the student members of *Beta Gamma Sigma*
- 2011 *Highly Commended Paper Award* - Emerald Literati Network Awards for Excellence
- 2008 *Outstanding Teaching Award* – John Chambers College of Business and Economics, West Virginia University – Awarded annually to one faculty member within the college who demonstrates exceptional teaching effectiveness
- 2007 *Highly Commended Paper Award* - Emerald Literati Network Awards for Excellence
- 2006 *Researcher in Residence*– Abilene Christian University Adams Center for Teaching Excellence
- 2005 *ABE (Advancing Business Excellence) Summer Research Stipend Recipient* - College of Business, Abilene Christian University
- 2001 *Outstanding MBA Teacher* – Core Class – Awarded annually to the outstanding core class teacher in the Lipscomb University MBA program, as voted on by the MBA graduates
- 2000 *Robert J. Litschert Memorial Fellowship in Management* – Awarded annually by the Virginia Tech Department of Management for outstanding scholastic achievement; the department’s highest award for doctoral students
- 1999 *Best Paper Award*, Doctoral Student Division, Seventh Annual Institute for Behavioral and Applied Management (IBAM) Conference, Annapolis, MD, 1999
- Honor Society of Phi Kappa Phi
- Honor Society of Pi Gamma Mu
- Honor Society of Beta Gamma Sigma
- *Doctoral Consortium Attendee*, Annual Meeting of the Southern Management Association, Atlanta, GA; November 1997
- Completed the Dallas White Rock Marathon, Dallas, TX, December, 2003 and the Marine Corps Marathon, Washington, DC, October, 1998.

EXECUTIVE EDUCATION

I have taught the following courses (multiple times in most cases) between 2011 and the present through the WVU John Chambers College of Business & Economics Center for Executive Education:

- SHRM Certification Review Courses (Multiple Modules)
- Developing Effective Leadership Styles
- Transitioning into a Leadership Role
- Leading High-Performance Teams
- Managing Across Generations
- Bridging Generational Gaps
- Communicating for Results
- Strategic Planning
- Customer Diversity
- Time Management
- Developing Employees Through Coaching
- Delegation, Power, and Empowerment
- Employee Engagement and Retention
- Global Trends in Management and HR

CONSULTING

Pfizer Inc.

- Qualitative analysis of participant comments in response to Pfizer sales force reorganization survey. (December 2005 – February 2006)
- Qualitative analysis of participant comments in response to Pfizer product integration survey. (June 2003)

Bruce Hardwood Floors, Nashville Plant (March – April 1994)

- Collaborated with the human resources director and plant leadership to create a training intervention for first-line operation supervisors
- Presented training sessions covering leadership, motivation and interpersonal skills

WORKSHOPS AND PRESENTATIONS

“Self-Leadership: Practical Strategies for Personal Effectiveness,” a professional development session presented to:

- Tri-State Society for Human Resource Management (SHRM) Monthly Workshop, September 2018
- 2014 WV CUPA HR Annual Conference, Charleston, WV, October 2014
- Oro Negra Chapter (Abilene, TX) of the American Business Women’s Association
- Big Country Chapter (Abilene, TX) of the Society for Human Resource Management (SHRM)

“New Solutions to Old Problems: Workplace Bullying, Harassment & Discrimination,” with Dr. Joyce Heames, a professional development session presented to:

- 2010 Deem HR Annual Conference, Charleston, WV, June 2010
- 2010 WV CUPA HR Annual Conference, Charleston, WV, October 2010

“Empowering Leadership,” a professional development session presented to:

- Tri-State Chapter (Uniontown, PA) of the Society for Human Resource Management (SHRM), November 2011
- Administrators at the Federal Bureau of Investigation, December 2009.

“Hook, Line, and Sinker! An exciting approach for engaging your students in the classroom,” a professional development workshop focusing on teaching effectiveness.

Presented to:

- Rochester College (MI) general faculty (Summer 2005)
- Lipscomb University (TN) general faculty (Fall 2004)
- Villa Julie College (MD) opening general faculty session (Fall 2003)
- Ohio Valley University (WV) general faculty (Spring 2003)
- Fairmont State University (WV) School of Business faculty (Spring 2003)
- Fairmont State University (WV) general faculty through the Fairmont State University Center for Teaching Excellence (Spring 2003)
- ACU general faculty through the ACU Center for Teaching Excellence (Spring 2003)
- ACU College of Business Administration faculty (Fall 2002)

REFERENCES

Dr. Christopher P. Neck
Professor of Management
Arizona State University
W. P. Carey School of Business
Department of Management
Box 874006
Tempe, AZ 85287-4006
(540)-392-4559
Christopher.Neck@asu.edu

Dr. Neil Bucklew
Professor of Labor Relations Emeritus and Past President
West Virginia University
Morgantown, WV 26506
Email: Neil.Bucklew@mail.wvu.edu

Dr. Joshua Hall
Professor of Economics and Milan Puskar Dean
John Chambers College of Business and Economics
West Virginia University
Morgantown, WV 26506
Email: Joshua.Hall@mail.wvu.edu

Dr. Joyce Heames
Professor of Management and Dean
Jennings A. Jones College of Business
Middle Tennessee State University
Murfreesboro, TN 37132
Email: Joyce.Heames@mtsu.edu