# JAKE G. MESSERSMITH

# *Executive Director of Graduate Programs &*

# *Associate Professor of Management*

# *University of Nebraska-Lincoln*

*Work Address:*

University of Nebraska-Lincoln

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# ACADEMIC WORK EXPERIENCE

# University of Nebraska-Lincoln

Executive Director of Graduate Programs 2017-present

Associate Professor of Management 2015-present

Courses Taught: Human Resource Management, Compensation Management, Ph.D. seminar in Strategic Human Resource Management, Talent Acquisition (MBA)

# University of Nebraska at Kearney

Associate Dean for External Engagement 2014-2015

Associate Professor (with tenure) of Management 2013 – August 2015

Assistant Professor 2010 – 2013

Courses Taught: Strategic Management, Entrepreneurship, Human Resource Management

**George Washington University**

Assistant Professor of Management and Entrepreneurship

August 2008 – August 2010

Courses Taught: Human Resource Management, Entrepreneurship & Small Business Management

# Editorial Positions

*Human Resource Management –* Associate Editor (2013 – 2018)

*Journal of Management Studies –* Editorial Board (2013 – present)

*International Journal of Human Resource Management –* Editorial Board & Special Issue Associate Editor (2013 – 2017)

*Journal of Small Business Management –* Special Issue Associate Editor

# EDUCATIONAL BACKGROUND

# University of Kansas

Ph.D. – School of Business, August 2008 (with honors)

Major: Human Resource Management

Minor: Research Methods

# University of Nebraska-Lincoln

# Bachelor of Science, August 2001(with distinction)

# Major: Management

# Emphasis: Information Systems

**PRIMARY RESEARCH INTERESTS**

My primary research interests lie at the intersection of strategic human resource management and entrepreneurship. More specifically, I am interested in developing understanding at the intersection of human capital utilization, firm strategy, and innovation in growth-oriented new ventures. I also maintain secondary interests in top management team research and compensation research.

**PUBLICATIONS**

* Ogbonnaya, C. & **Messersmith, J.G.** (in-press). Employee performance, well-being and differential effects of HRM sub-dimensions: Mutual gains or conflicting outcomes? *Human Resource Management Journal*
* Jiang, K. & **Messersmith, J.G.** (2017). On the Shoulders of Giants: A Meta-Review of Strategic Human Resource Management. *International Journal of Human Resource Management.*
* Hornsby, J., **Messersmith, J.G.**, Rutherford, M. & Simmons, S. (2017). Entrepreneurship Everywhere: Across Campus, Across Communities & Across Borders. *Journal of Small Business Management.*
* **Messersmith, J.G.,** Patel, P.C. & Crawford, C. (2017).Bang for the buck: Understanding employee benefit allocations and new venture survival. *International Small Business Journal*
* Jen, S., Jiang, K., & **Messersmith, J.G.** (2017). Advancing Human Resource Management Scholarship through Multilevel Modeling. *International Journal of Human Resource Management.*
* **Messersmith, J.G**., Kim, K-Y., Patel, P.C. (2017). Pulling in different directions? Exploring the relationship between vertical pay dispersion and high performance work systems. *Human Resource Management*
* Chang, Y-Y., & **Messersmith, J.G.** (2017). On the same page: Exploring the link between cross-level leadership fit and innovation. *Human Performance.*
* Ji, Y.-Y., Guthrie, J. P. and **Messersmith, J. G.** (2014), The tortoise and the hare: the impact of employment instability on firm performance. *Human Resource Management Journal*, 24: 355–373.
* Steven A. Schulz , Kyle W. Luthans , **J.G. Messersmith** , (2014) "Psychological capital: A new tool for driver retention", *International Journal of Physical Distribution & Logistics Management*, Vol. 44 Iss: 8/9, pp.621 - 634*.*
* **Messersmith, J.G.**, Lee, J., Guthrie, J.P., & Ji, Y-Y. (2013). Turnover at the top: Top management team departures and firm performance. *Organization Science.*
* Patel, P.C., **Messersmith, J.G.**, & Lepak, D. (2013). Walking the tight rope: An assessment of the relationship between high performance work systems and organizational ambidexterity in high-tech SMEs. *Academy of Management Journal.*
* Chang, Y.K., Oh, W., & **Messersmith, J.G**. (2013). Translating corporate social performance into financial performance: Exploring the moderating role of high performance work practices. *International Journal of Human Resource Management.*
* Phillips, J.M. & **Messersmith, J.G.** (2013). Are professional service firms uniquely suited for corporate entrepreneurship?  A theoretical model connecting professional service intensity and corporate entrepreneurship. *Journal of Business and Entrepreneurship.*
* **Messersmith, J.G.** & Wales, W. (2013). Managing the EO-Firm performance relationship: The role of human resource management. *International Small Business Journal.*
* Jensen, J., Patel, P.C., & **Messersmith, J.G.** (2013). High Performance Work Systems and Job Control: Consequences for Employee Strain, Work Intensification, and Turnover Intentions. *Journal of Management.*

Previous version of the paper also selected for the *Academy of Management Best Paper Annual Proceedings (2011).*

* **Messersmith, J.G.**, Patel, P.C., & Lepak, D., Gould-Williams, J. (2011). Unlocking the Black Box: Exploring the Link Between High Performance Work Systems and Performance. *Journal of Applied Psychology.*
  + **Messersmith, J.G.**, & Rutherford, M. (2011). Managing Human Resources to Achieve New Firm Growth: A Stewardship Perspective. *Frontiers of Entrepreneurship Research.*

Paper awarded theStevens Institute of Technology Wesley J. Howe Award for Excellence in Research on the Topic of Corporate Entrepreneurship

* + Bisel, R. S., Kelley, K. M., Ploeger, N. A., & **Messersmith, J.** (2011). Workers’ Moral Mum Effect: On Facework and Unethical Behavior in the Workplace. *Communication Studies,* 62(2): 153-170*.*
* **Messersmith, J.G.**, Guthrie, J.P., Ji, Yong-Yeon. & Lee, J. (2011). Pay dispersion and top management team turnover: Additional Evidence. *Journal of Applied Psychology.*

Previous version of paper also selected for the *Academy of Management Annual*

*Proceedings* (2007).

* **Messersmith, J.G.**, & Guthrie, J.P. (2010) High performance work systems in

emergent organizations: Utilization and performanceimplications. *Human Resource Management.*

* **Messersmith, J.G.** (2007). Managing work-life conflict among IT workers.

*Human Resource Management,* 46(3): 429-451.

* Siau, K., & **Messersmith, J.G.** (2003). Analyzing ERP Implementation at a public university using the innovation strategy model. *International Journal of Human-Computer Interaction*, 16(1): 57-80.
* Siau, K., & **Messersmith, J.G.** (2002). Enabling technologies for e-commerce and ERP integration. *Quarterly Journal of Electronic Commerce*, 3(1).

**Impact**

* Google Scholar Citations (as of 4/4/18): 1572
* Google Scholar Citations since 2013: 1378
* H-index – 14
* i10 Index – 14
* Work cited in the *Washington Post* on March 15, 2018 in an article on top leadership turnover.

**Book Chapters**

* Hornsby, Jeffrey S. & **Messersmith, J.G.** (2015) Human resource management and corporate entrepreneurship. Encyclopedia of entrepreneurship research. (Wiley Publishers)
* **Messersmith, J.G.** (2012) Managing Human and Social Capital. ***Encyclopedia of new venture management.***Edited by Marvel, M.R., & Golson, J.G.

**Conference presentations**

* *Academy of Management Annual Conference – 2018 in Chicago, IL*
  + Building a context for meaningful work: Exploring the link between HRM and positive employee states. With Jae Kang.
* *Academy of Management Annual Conference – 2017 in Atlanta, GA*
  + Employee mental well being & high performance work systems: A self-determination theory perspective. With Kyoung Yong Kim.
* *European Association of Work and Organizational Psychology – 2017 in Dublin, Ireland*
  + Organizational performance, employee well-being and differential effects of HRM subsystems: Mutual gains or conflicting outcomes? With Chidiebere Ogbonnaya
* *Southern Management Association Annual Conference – 2016 in Charlotte, NC*
  + Are They Worth IT? CEO Perceptions of Employee Competence and Warmth as an Antecedent to HPWS Utilization with Kyoung Kim
    - Awarded best doctoral student paper award (Kyoung Kim)
* *Academy of Management Annual Conference – 2015 in Vancouver, BC* 
  + An Employee-Centered Approach to High Performance Work Practices: Exploring Employee Well-Being with Young K. Chang and Jae Hyeung Kang
  + Complements or Substitutes? Exploring the Relationship between Vertical Pay Dispersion and HPWS with Kyoung Yong Kim & Pankaj C. Patel
* *Academy of Management Annual Conference – 2014 in Philadelphia, PA*
  + Saturate the Market: Using an Interactive Game to Demonstrate Market Dynamics. Presented at the Teaching and Learning Conference @ AOM.
* *Academy of Management Annual Conference – 2013 in Orlando, FL*

*-* Organizing the Classroom: Implementing an Integrative Feasibility Study into an Undergraduate Course. Presented at the inaugural Teaching and Learning Conference @ AOM.

* *5th Annual Wharton Center for Human Resources People and Organizations Conference –*

*2012 in Philadelphia, PA*

*-* Divide and Conquer: Exploring the role of informational faultlines in balancing exploration and exploitation with Pankaj Patel.

* *Academy of Management Annual Conference – 2011 in San Antonio, TX*
  + High Performance Work Systems and Job Control: Consequences for Employee Strain, Work Intensification, and Turnover Intentions with Jaclyn Jensen and Pankaj Patel.
  + Breaking the gestalt of psychological empowerment: Causes and consequences of an empowered workforce with Matt Luth and Pankaj Patel.
* *Academy of Management Annual Conference – 2010 in Montreal*
  + Phillips, M., & Messersmith, J.G. Are Professional Service Firms Uniquely Suited for Corporate Entrepreneurship? A Theoretical Model Connecting Professional Service Intensity and Corporate Entrepreneurship
* *Babson College Entrepreneurship Research Conference – 2010*
  + Messersmith, J.G., & Rutherford, M. Managing Human Resources to Achieve New Firm

Growth: A Stewardship Perspective

* *Strategic Management Society International Meetings – 2009 in Washington, DC*
  + McClelland, P., & Messersmith, J.G. Who Gets the Lion's Share? Top Management Group Pay Disparities and the Role of Powerful CEOs.
* *Academy of Management Annual Conference – 2009 in Chicago, IL*
  + Messersmith, J.G., & McClelland, P. Leading the flock: An exploration of employee

partnership and new venture growth.

* + Messersmith, J.G., & Marler, L.E. Building on the continuous learning

model: The role of human agency in training & development.

* *Babson College Entrepreneurship Research Conference – 2009 at Babson College*
  + Messersmith, J.G., & Wales, W. Managing the EO-Firm Performance Relationship: The Role of Human Resource Management
* *USASBE 2009 Annual Conference – 2009 in Anaheim, CA*
  + Messersmith, J.G. How do we grow from here? The role of management practices in the growth and innovation of young firms.
* *Academy of Management Annual Conference – 2008 in Anaheim, CA*

- Messersmith, J.G., Guthrie, J.P., & Ji, Yong-Yeon. Being There: The Value of Firm

Specific Human Capital in the Executive Suite.

* + Ji, Yong-Yeon., & Messersmith J.G. Employment Instability: Does it Help or Hinder Firm Performance?
* *Academy of Management Annual Conference – 2007 in Philadelphia, PA*

- Messersmith, J.G., Guthrie, J.P., & Ji, Yong-Yeon. Pay Dispersion and Top Management

Team Turnover: Additional Evidence.

- Messersmith, J.G. An Agentic Model of Training and Development.

- Ji, Yong-Yeon., & Messersmith J.G. Does the Tortoise Beat the Hare? The Impact of

Employment Instability on Firm Performance.

* *Academy of Management Annual Conference – 2006 in Atlanta, GA*

- Ji, Yong-Yeon., Messersmith, J.G., & Guthrie, J.P. Employment Volatility and Firm

Performance: Evidence from Two Studies Using Panel Data.

* *Academy of Management Annual Conference- 2005 in Honolulu, HI*

- Messersmith, J.G. Online Recruiting: Building a Conceptual Model for Effective Web Based Recruitment.

**Executive Education & INVITED PRESENTATIONS**

* Adaptive Leadership one day seminar – 2017 & 2018
* Bryan Health Executive Leadership Program, 2017 & 2018
* Adaptive Leadership – UNL CBA Executive Education Power Lunch – 2016, 2018
* Strategic Planning for the BCBSYP Network
* Omaha Council of Young Professional Organizations – Strategic Planning - 2016
* Baldwin Filters – Sharpening Presentation Skills - 2014
* Technology Association of Georgia – 2009
  + Presented on the efficacy of management values and practices in small technology based ventures.
* Presented for the UNK Summer Research Program 2012
* Presented at the LEAD workshop 2011
* Presented on “Effective Elevator Pitches” in MATH 102 at UNK
* Presented to ITEC 210 classes on “Bridging Innovation and Entrepreneurship”
* Presented to the finalists for the *World Herald* Scholarship at UNK, 2014 & 2015.

# SCHOLARSHIPS & AWARDS

* 2016 CBA Distinguished Teaching Award
* 2016 UNL Parents Recognition Award
* 2014 UNK CBT Faculty Research Award for Untenured Faculty
* 2013 UNK CBT Award for Outstanding Service
* 2012 UNK CBT Teaching Award for Untenured Faculty
* 2011 UNK CBT Faculty Research Award for Untenured Faculty
* Babson College Entrepreneurship Research Conference- 2010 BCERC Award recipients for the Stevens Institute of Technology Wesley J. Howe Award for Excellence in Research on the Topic of Corporate Entrepreneurship for your paper titled:  “[Managing Human Resources to Achieve New Firm Growth: A Stewardship Perspective](http://www.abstractonline.com/Admin/Activity/ControlView.asp?CKey=%7B948D4F06%2DB98C%2D4D40%2D9395%2DC1E1AFBB37CE%7D).”
* 2008 Tollefson Best Paper Award

Awarded annually to one School of Business doctoral student.

* 2007 Ewing Marion Kauffman Dissertation Fellowship

Awarded nationally to 15 doctoral students conducting exemplary research in the area

of entrepreneurship by the Kauffman Foundation. Dissertation entitled: “Transforming caterpillars into butterflies: The role of HR practices in the performance of emergent organizations.”

* 2010 Best Paper in Business Communication: 2010 National Communication Association Annual Convention for “Moral mum effect theory: On facework and unethical behavior in the workplace”.
* 2008 RESPECT Award Winner – KU School of Business

Awarded by the KU School of Business in recognition of serving as a student exemplifying the Positive Code of Conduct attributes.

* 2007 Holmes Teaching Fellowship

Awarded annually to two School of Business doctoral students for excellence in teaching, research, and progress through the Ph.D. program.

* 2007 John O. Tollefson Teaching Award

Awarded annually to two School of Business doctoral students for outstanding teaching.

* 2006 Constance B. Ducey Teaching Fellowship

Awarded annually to one School of Business doctoral student for excellence in teaching and

scholarship.

**TEACHING EXPERIENCE**

* Management 864 – Talent Acquisition at UNL
* Management 982 – Strategic Human Resource Management at UNL
* Management 361 – Human Resource Management at UNL
* Management 463 – Compensation Management at UNL
* Business Management 892 – MBA level Strategic Analysis & Decision Making at UNK
* Business Management 495 – Administrative Strategy and Policy at UNK
* Business Management 400 – Entrepreneurship at UNK
* Business Management 380 – Human Resource Management at UNK
* Business Administration 130 – Human Resource Management at George Washington

University

* Management 192 – Small Business Management and Entrepreneurship at George Washington University
* Management 310 – Organizational Behavior at the University of Kansas
* Management 410 – Human Resource Management at the University of Kansas

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# INDUSTRY EXPERIENCE

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# Analyst

# Accenture, Overland Park, KS September 2001-May 2003

- Responsible for project management

- Responsible for training and developing new team members and project managers

# - Performed systems analysis on robust billing and customer interfacing applications

- Certified next generation wireless devices

* **Consultant**

Tek Systems, Overland Park, KS May 2003-August 2003

- Same responsibilities as above (with Accenture), simply transferred to alternate

consulting firm

* **Undergraduate Research Assistant** April 2000-August 2001

University of Nebraska-Lincoln, Management Department

# Current Service

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* MBA Committee Chair – 2017 – present
* CoB Strategic Planning Committee
* Nebraska Commission of 150 Member
* Participant in NU Visioning Committee
* Associate Editor – *Human Resource Management*
* Reviewer for *Academy of Management Journal*
* Reviewer for *Organization Science*
* Reviewer for *Personnel Psychology*
* Reviewer for *Entrepreneurship Theory & Practice*
* Reviewer for *Journal of Small Business Management*
* Reviewer for *Journal of Management Inquiry*
* Reviewer for *Human Resource Management Journal*
* Reviewer for the National Science Foundation

**Past Service**

* Dean’s Search Committee – College of Business – Fall 2017
* *Human Relations –* Editorial Board (2013 – 2016)
* Ph.D. Coordinator – Management Department at the University of Nebraska-Lincoln
* Ad-Hoc Committee on Teaching Evaluation at the University of Nebraska-Lincoln
* UNK Undergraduate Research Council
* UNK CBT MBA Committee
* UNK CBT Student Affairs Committee (past chair)
* Court Appointed Special Advocates (CASA) of Kearney/Buffalo County – Board of Directors
* UNK Faculty Senate Executive Committee (Secretary)
* UNK Faculty Senate (Oversight Committee)
* SIFE Associate Advisor – UNK (2011-2013)
* UNK Student Affairs Committee Secretary (2010-2011)
* Reviewer for SHRM foundation Dissertation Grants 2010 and 2011
* Co-organizer of Morality of Capitalism Symposium (Fall 2011)
* Associate Director of the Center for Entrepreneurial Excellence at GWU
  + Assist with the planning of invited lectures, business plan competitions, and elevator pitch competitions.
* Faculty mentor to Kalpa Energy, a biofuel start-up led by three students at GWU
* Faculty presenter at the 2009 GWU Parent’s Day
* Guest Advisor on ideablob.com

# Association of Business Doctoral Students (ABDS) – President (2004-2005)

* Mentor for the Academy of Management’s New Doctoral Student Consortium (2007, 2008)
* Volunteer for Big Brothers/Big Sisters of Douglas County (August 2006-August 2008)

# Reviewer for USASBE annual conference - 2009, 2010