

JAKE G. MESSERSMITH

*Associate Professor of Management
University of Nebraska-Lincoln*

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ACADEMIC WORK EXPERIENCE

University of Nebraska-Lincoln

Executive Director of Graduate Programs 2017- 2020
Associate Professor (with tenure) of Management 2015-present
Courses Taught: Human Resource Management, Compensation Management, Ph.D. seminar in Strategic Human Resource Management, Talent Acquisition (MBA), Strategic Human Resource Management (MBA), Adaptive Leadership (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), Editorial Board (2013 – present)
Journal of Management Studies – Editorial Board (2013 – present)
International Journal of Human Resource Management – Editorial Board (2013 – present)
Human Resource Management Journal – Editorial Board (2019 – present)
Human Resource Management Review – Editorial Board (2020 – present)
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.** (2019). 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 the Stevens 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 performance implications. *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 10/22/19): 2126
- Google Scholar Citations since 2014: 1802
- H-index – 15
- i10 Index – 16
- 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 – 2020 in Vancouver, Canada. Conference canceled due to Coronavirus.*
 - Finding common ground: HR manager and line manager alignment on climate and innovation performance.
- *2020 Babson College Entrepreneurship Research Conference, Knoxville, TN. Conference canceled due to Coronavirus.*
 - Dancing with who brung you: Commitment to human capital post IPO.
- *Academy of Management Annual Conference – 2019 in Boston, MA*
 - Perceived HRM systems, well-being, and organizational performance: A two-wave longitudinal study
- *Human Resources Division International Conference – 2019 in Dublin, Ireland*
 - Employee mental health and high commitment work systems: Testing competing models.
- *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 (2), 2019
- Adaptive Leadership – custom programs for:
 - Bryan Health Executive Leadership Program, 2017 & 2018
 - Governor’s Leadership Academy
 - Nebraska Extension
 - LincOne
 - Commonwealth Electric
 - Leadership Tomorrow (Grand Island)
- Adaptive Leadership – UNL CoB Executive Education Power Lunch – 2016, 2018
- Unlocking motivation – UNL CoB Executive Education Power Lunch – 2018, 2019
- 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 at the LEAD workshop 2011
- Presented to the finalists for the *World Herald* Scholarship at UNK, 2014 & 2015.

TEACHING EXPERIENCE

- Management 996 – Adaptive Leadership at UNL (MBA)
- Management 816 – Strategic Human Resource Management at UNL (MBA)

- Management 864 – Talent Acquisition at UNL (MBA)
- Management 982 – Strategic Human Resource Management at UNL (Ph.D.)
- Management 361 – Human Resource Management at UNL
- Management 463 – Compensation Management at UNL
- Business Management 892 – Strategic Analysis & Decision Making at UNK (MBA)
- 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

INDUSTRY EXPERIENCE

- **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

CURRENT SERVICE

- MBA Committee Chair – 2017 – 2020
- Management Department P&T committee chair
- 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

- Associate Editor – *Human Resource Management* (2013 – 2018)
- CoB Strategic Planning Committee (2018)
- Nebraska Commission of 150 Member (2018)

- Participant in NU Visioning Committee (2018)
- 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

SCHOLARSHIPS & AWARDS

- 2016 CBA Distinguished Teaching Award at UNL
- 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."
- 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.