

**JAKE MESSERSMITH, PH.D.**  
Associate Professor of Management  
University of Nebraska-Lincoln

**ACADEMIC WORK EXPERIENCE**

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- 2015 – Present      *University of Nebraska-Lincoln*
- Associate Professor of Management (2015 – present)
  - Chair, Department of Management (2023 – present)
  - Executive Director of Business Graduate Programs (2017 – 2020)
  - Interim Director of Business Graduate Programs (2021)
- 2010 – 2015      *University of Nebraska-Kearney*
- Associate Dean for External Engagement (2014 – 2015)
  - Associate Professor of Management (2014 – 2015)
  - Assistant Professor of Management (2010 – 2013)
- 2008 – 2010      *George Washington University*
- Assistant Professor of Management

**EDUCATIONAL BACKGROUND**

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*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

**ADMINISTRATIVE EXPERIENCE & ACCOMPLISHMENTS**

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- 2023 – Present      *Chair Department of Management*
- Became Department Chair in October of 2023.
- 2017 – 2020      *Executive Director of Business Graduate Programs – UNL*
- Administrative oversight for online MBA, online MS-Finance, online MS-Business Analytics, online graduate certificate programs, on-campus MBA and on-campus MAIAA program.

- Led team of 5 staff members responsible for managing recruitment, admissions, advising and engagement of all online graduate students in the College of Business
- Chaired MBA/Masters Committee
- Developed and implemented course design standards and assurance of learning procedures for online graduate programs
- Increased enrollment by over 33% across three year period
- Gained or maintained exceptional rankings for Online MBA program
  - 2020 - *US News & World Report* - #22 of over 300+ programs
  - 2020 – *Poets & Quants* – #9
  - 2020 – *Princeton Review* – #14
  - 2018 – *Financial Times* – #13

2021

*Interim Director of Business Graduate Programs – UNL*

- I stepped in to serve as interim-director for the remainder of 2021 and continued my work with the above accomplishments when the prior director stepped down in April of 2021.

2014 - 2015

*Associate Dean for External Engagement – UNK*

- Developed impact matrix and conducted data analysis to support AACSB re-accreditation visit
- Created structure for executive education programs in the CBT at UNK

### **PRIMARY RESEARCH INTERESTS**

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My primary research interests lie within the domain of strategic human resource management, an area that investigates unit and firm-level outcomes related to the implementation of HR systems. I have a particular interest in understanding these dynamics in small businesses and entrepreneurial firms, particularly growth-oriented new ventures. As such, most of my work appears in HR- or entrepreneurship-oriented journals. More recently, I have also developed an interest in better understanding the mechanisms linking HR systems to employee well-being and health outcomes. I also maintain secondary interests in top management team research and compensation research.

## PUBLICATIONS

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- Ogbonnaya, C., Daniels, K., **Messersmith, J.G.** & Rofcanin, Y. (2023) Perceived HRM systems, employee well-being and organizational performance: A two-wave longitudinal analysis. *Journal of Management Studies*.

*Journal Impact Factor: 10.5*

*Citations: 5*

- Kim, K.Y., Clark, K., **Messersmith, J.G.** (2023). High Performance Work Systems and Perceived Organizational Support: The Contribution of the Human Resource Department's Organizational Embodiment. *Human Resource Management*.

*Journal Impact Factor: 6.6*

*Citations: 11*

- Kim, K.Y., **Messersmith, J.G.**, Pieper, J.R., Baik, K., & \*Fu, Q. (2023). Employee mental health and high performance work systems: An examination of alternative mechanisms. *Human Resource Management*.

*Journal Impact Factor: 6.6*

*Citations: 4*

- Kim, K.Y., **Messersmith, J.G.**, Eisenberger, R. (2022). Outcomes of social distancing initiative at work: It's the intended beneficiary that counts. *Group and Organization Management*.

*Journal Impact Factor: 4.8*

*Citations: 6*

- Kim, K.Y., **Messersmith, J.G.** & Allen, D.G. (2021). Are they worth it? Warmth & competence perceptions influence the investment of slack resources in and the efficacy of HPWS. *Personnel Psychology*.

*Journal Impact Factor: 5.5*

*Citations: 25*

*Web of Science Citations: 28 (92nd percentile for Applied Psychology in 2020)*

- 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*, 29(3): 509 - 526.

*Journal Impact Factor: 5.5*

*Citations: 177*

*Web of Science Citations: 89 (100<sup>th</sup> percentile for Industrial Relations in 2019)*

- Jiang, K. & **Messersmith J.G.** (2018). On the Shoulders of Giants: A Meta-Review of Strategic Human Resource Management. *International Journal of Human Resource Management*, 29(1): 6-33.

*Journal Impact Factor: 5.6*  
*Citations: 254*  
*Web of Science Citations: 118 (90<sup>th</sup> percentile for Management in 2018)*
- Hornsby, J., **Messersmith, J.G.**, Rutherford, M. & Simmons, S. (2018). Entrepreneurship Everywhere: Across Campus, Across Communities & Across Borders. *Journal of Small Business Management*, 56(1): 4 -10.

*Journal Impact Factor: 6.2*  
*Citations: 55*  
*Web of Science Citations: 18 (69<sup>th</sup> percentile for Management in 2018)*
- **Messersmith, J.G.**, Patel, P.C. & Crawford, C. (2018). Bang for the buck: Understanding employee benefit allocations and new venture survival. *International Small Business Journal*, 36(1): 104-125.

*Journal Impact Factor: 7.1*  
*Citations: 41*  
*Web of Science Citations: 17 (70<sup>th</sup> percentile for Business in 2018)*
- Shen, J., Jiang, K., & **Messersmith, J.G.** (2018). Advancing human resource management scholarship through multilevel modeling. *International Journal of Human Resource Management*, 29(2): 227-238.

*Journal Impact Factor: 5.6*  
*Citations: 33*
- **Messersmith, J.G.**, Kim, K-Y.\*(doctoral student at start of project), Patel, P.C. (2018). Pulling in different directions? Exploring the relationship between vertical pay dispersion and high performance work systems. *Human Resource Management*, 57(1): 127-143.

*Journal Impact Factor: 6.6*  
*Citations: 33*  
*Web of Science Citations: 9 (51st percentile for Management in 2018)*
- Chang, Y-Y., & **Messersmith, J.G.** (2017). On the same page: Exploring the link between cross-level leadership fit and innovation. *Human Performance*, 30(1): 1-20.

*Journal Impact Factor: 2.2*

*Citations: 23*

*Web of Science Citations: 6 (35<sup>th</sup> percentile for Applied Psychology in 2017)*

- 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.

*Journal Impact Factor: 5.5*

*Citations: 12*

*Web of Science Citations: 8 (65<sup>th</sup> percentile for Industrial Relations in 2014)*

- Schulz, S.A., Luthans, K.W., **J.G. Messersmith.** (2014). Psychological capital: A new tool for driver retention. *International Journal of Physical Distribution & Logistics Management*, 44(8/9): 621 - 634.

*Journal Impact Factor: 6.7*

*Citations: 61*

*Web of Science Citations: 31 (77<sup>th</sup> percentile for Management in 2014)*

- **Messersmith, J.G.**, Lee, J., Guthrie, J.P., & Ji, Y-Y. (2014). Turnover at the top: Top management team departures and firm performance. *Organization Science*, 25(3): 776-793.

*Journal Impact Factor: 4.1*

*Citations: 124*

*Web of Science Citations: 45 (84<sup>th</sup> percentile for Management in 2014)*

- 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*, 56(5): 1420 - 1442.

*Journal Impact Factor: 10.5*

*Citations: 401*

*Web of Science Citations: 304 (99<sup>th</sup> percentile in Management in 2013)*

- 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*, 24(19): 3738-3756.

*Journal Impact Factor: 5.6*

*Citations: 63*

*Web of Science Citations: 19 (65<sup>th</sup> percentile for Management in 2013)*

- Phillips, J.M.\*(PhD student) & **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*, 24(2).

*Journal Impact Factor: .33*

*Citations: 2*

- **Messersmith, J.G.** & Wales, W. (2013). Managing the EO-Firm performance relationship: The role of human resource management. *International Small Business Journal*, 31(2): 115-136.

*Journal Impact Factor: 7.1*

*Citations: 346*

*Web of Science Citations: 129 (96<sup>th</sup> percentile for Management in 2013)*

- 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*, 39(6): 1699 - 1724.

*Journal Impact Factor: 13.5*

*Citations: 754*

*Web of Science Citations: 307 (99<sup>th</sup> percentile for Applied Psychology in 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*, 96(6).

*Journal Impact Factor: 9.9*

*Citations: 944*

*Web of Science Citations: 396 (99<sup>th</sup> percentile for Applied Psychology in 2011)*

- **Messersmith, J.G.**, & Rutherford, M. (2011). Managing Human Resources to Achieve New Firm Growth: A Stewardship Perspective. *Frontiers of Entrepreneurship Research*, 30(17).

*Other:* This paper is published in the journal that essentially serves as the proceedings for the Babson College Entrepreneurship Research Conference. It was also 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.

*Journal Impact Factor: 1.6*

*Citations: 73*

*Web of Science Citations: 23 (81<sup>st</sup> percentile for Communication in 2011)*

- **Messersmith, J.G.**, Guthrie, J.P., Ji, Yong-Yeon. & Lee, J. (2011). Executive Turnover: Th influence of dispersion and other pay system characteristics. *Journal of Applied Psychology*, 96(3).

*Journal Impact Factor: 9.9*

*Citations: 158*

*Web of Science Citations: 73 (89<sup>th</sup> percentile for Management in 2011)*

- **Messersmith, J.G.**, & Guthrie, J.P. (2010). High performance work systems in emergent organizations: Utilization and performance implications. *Human Resource Management*, 49(2): 241-264.

*Journal Impact Factor: 6.6*

*Citations: 467*

*Web of Science Citations: 190 (97<sup>th</sup> Percentile for Applied Psychology in 2010)*

- **Messersmith, J.G.** (2007). Managing work-life conflict among IT workers. *Human Resource Management*, 46(3): 429-451.

*Journal Impact Factor: 6.6*

*Citations: 197*

*Web of Science Citations: 51 (36<sup>th</sup> Percentile for Applied Psychology in 2007)*

- 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.

*Journal Impact Factor: 4.7*

*Citations: 79*

- Siau, K., & **Messersmith, J.G.** (2002). Enabling technologies for e-commerce and ERP integration. *Quarterly Journal of Electronic Commerce*, 3(1).

*Journal Impact Factor: Unable to find*

*Citations: 25*

## BOOK CHAPTERS

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- 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.

## SUMMARY OF SCHOLARLY IMPACT

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I have been fortunate to publish 28 scholarly articles, 11 of which appear in journals recognized on the *Financial Times* Top 50 list. Per Google Scholar, my work has also been cited over 4,000 times, including 10 papers with 100+ citations. I've also had the opportunity to impact the field through editorial service. I served as an associate editor at *Human Resource Management* (*FT* Top 50 journal) for 5.5 years. I handled dozens of manuscripts each year and had the opportunity to help shape the sub-field of strategic HRM through the process. I also hold positions on the editorial boards of several HR journals, including: *Personnel Psychology*, *International Journal of Human Resource Management*, *Human Resource Management Journal*, *Human Resource Management Review* and the *Journal of Management Studies*. I'm a past board member of *Human Relations* and have also served as a guest editor on special issues in the *Journal of Small Business Management* and the *International Human Resource Management Journal*.

## CITATION COUNTS

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- Google Scholar Citations (as of 4/9/2024): 4,697
- Google Scholar H-Index: 21
- i10 Index: 24
- Web of Science citations (as of 4/9/2024): 1,859
- Web of Science H-Index: 16
- 11 papers cited in the 80<sup>th</sup> percentile or higher in their respective category per Web of Science.



## WEB OF SCIENCE CITATION MAP

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Blue circles can be clicked to zoom in and see more precise locations, red pins can be clicked to see the details of papers citing the researcher's work from a particular city.

The citation map may take a while to load if there are more than 1,000 citations. ⓘ



## CONFERENCE PRESENTATIONS

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- *Wharton People and Organizations Conference – 2022 in Philadelphia, PA*
  - Imprinting at IPO and Subsequent Downsizing Decisions
- *Southern Management Association – 2022 in Little Rock, AR*
  - High performance work systems and employee mental health: An examination of dual pathways\*
    - \*Best paper in Human Resource/Research Methods division
- *Academy of Management Annual Conference – 2022 in Seattle, WA*
  - The Interface of HR and Entrepreneurship: A Research Incubator (Session organizer)
  - Built to Last: A Human Capital Resource Formation Perspective on Diversity and New Venture Survival (paper session)\*
    - \*Awarded the 2022 Best Paper Award for Human Resources-Entrepreneurship Research
  - Social Distancing Initiatives and POS: It's the Intended Beneficiary that Counts (paper session)
- *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 brought 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.
- *5<sup>th</sup> 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.

## EDITORIAL EXPERIENCE

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- Associate Editor – *Human Resource Management* (2013 – 2018)
- Special Issue Guest Editor – *International Journal of Human Resource Management*
- Special Issue Guest Editor – *Journal of Small Business Management*
- *Personnel Psychology* – (editorial board)
- *Journal of Management Studies* (editorial board)
- *Human Resource Management* (editorial board)
- *Human Resource Management Journal* (editorial board)
- *Human Resource Management Review* (editorial board)
- *International Journal of Human Resource Management* (editorial board)
- *Human Relations* – (editorial board: 2013 – 2016)
- *Journal of Small Business Management* (ad hoc)
- *International Labor Relations Review* (ad hoc)
- *Entrepreneurship Theory & Practice* (ad hoc)
- *Journal of Business Venturing* (ad hoc)
- Academy of Management Annual Entrepreneurship & HR Awards Committee
- Ad hoc grant reviewer for the *National Science Foundation*

## **EXECUTIVE EDUCATION**

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- Negotiations & Conflict Resolution – custom program for:
  - Heartland Health Alliance Rural Leadership Program, 2024
- Goal Setting: Theory & Practice – custom programs for:
  - Office of Research & Economic Development (2020, 2021, 2022, & 2023)
  - Nebraska Alumni Association (2020)
- Adaptive Leadership one day seminar – 2017, 2018 (2), 2019
- Adaptive Leadership – custom programs for:
  - Heartland Health Alliance Rural Leadership Program, 2023
  - Pillen Farms, 2022
  - Bryan Health Executive Leadership Program, 2017, 2018, 2020, 2022
  - Governor’s Leadership Academy, 2019 & 2020
  - Nebraska Extension (2019)
  - LincOne (2020)
  - Commonwealth Electric (2019)
  - Leadership Tomorrow (Grand Island, NE) (2019)
- Negotiations – UNL CoB Executive Education Power Lunch – 2023
- Adaptive Leadership – UNL CoB Executive Education Power Lunch – 2016, 2018, 2021
- Unlocking motivation – UNL CoB Executive Education Power Lunch – 2018, 2019, 2022
- Strategic Planning for the BCBSYP Network
- Omaha Council of Young Professional Organizations – Strategic Planning - 2016
- Baldwin Filters – Sharpening Presentation Skills - 2014

## **INVITED PRESENTATIONS**

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- 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**

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*University of Nebraska-Lincoln*

- MNGT 982 – Strategic Human Resource Management (PhD)
- MNGT/MRKT 859 – Managerial Negotiations (MBA online)
- GRBA 816 – Strategic Human Resource Management (MBA online & on-campus)
- MNGT 864 – Talent Acquisition (MBA online)
- MNGT 996 – Adaptive Leadership (MBA hybrid)
- MNGT 361 – Human Resource Management (Undergraduate)

- MNGT 463 – Compensation Management (Undergraduate)

*University of Nebraska-Kearney*

- MGT 892 – Strategic Analysis & Decision Making (MBA)
- MGT 495 – Administrative Strategy and Policy (Undergraduate)
- MGT 400 – Entrepreneurship (Undergraduate)
- MGT 380 – Human Resource Management (Undergraduate, online)

*George Washington University*

- MGT 192 – Small Business Management & Entrepreneurship (Undergraduate)
- MGT 130 – Human Resource Management (Undergraduate)

*University of Kansas*

- MGT 310 – Organizational Behavior (Undergraduate)
- MGT 410 – Human Resource Management (Undergraduate)

## **INDUSTRY EXPERIENCE**

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- **Analyst (2001 – 2003)**  
Accenture, Overland Park, KS
  - 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 (2003)**  
Tek Systems, Overland Park, KS
  - Same responsibilities as above (with Accenture), simply transferred to alternate consulting firm

## **SERVICE**

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*University of Nebraska-Lincoln*

- HR Division of Academy of Management Executive Committee (2023 – 2025)
- College of Business Executive Committee (2023 - present)
- Faculty Senate Intercollegiate Athletic Committee (2022 – present)
- MBA Committee (2017 – 2023)
  - MBA Committee Chair (2017-2020)
- Management Department P&T Committee Chair (2019, 2020)
- Management Department Curriculum Committee (2020 – 2022)
- Dissertation Committees
  - Steven Schlachter (co-chair)

- Reha Karadag
- Diego Villalpando
- Izu Mbaraonye
- Jordan Gonzalez (Outside member)
- Master's Thesis Committee – Carrie Horazek
- Management Department PhD Coordinator (2015 – 2017)
- CoB Strategic Planning Committee (2018)
- Nebraska Commission of 150 Member (2018)
- Participant in NU Visioning Committee (2018)
- Dean's Search Committee – College of Business – (2017)
- Management Department Search Committees
- Student retention calling campaign volunteer (2020)
- Ad-Hoc Committee on Teaching Evaluation at the University of Nebraska-Lincoln (2015-2016)

*University of Nebraska-Kearney*

- UNK Undergraduate Research Council
- UNK CBT MBA Committee
- UNK CBT Student Affairs Committee (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)
- Co-organizer of Morality of Capitalism Symposium (Fall 2011).

*George Washington University*

- Associate Director of the Center for Entrepreneurial Excellence at GWU
- Faculty mentor to Kalpa Energy, a biofuel start-up led by three students at GWU
- Faculty presenter at the 2009 GWU Parent's Day

*Other*

- Volunteer youth baseball and basketball coach (2017 – present)
- Instructor for Personal Finance course at the People's City Mission (2021)
- Court Appointed Special Advocates (CASA) of Kearney/Buffalo County – Board of Directors (2012 – 2014)
- Reviewer for SHRM foundation Dissertation Grants (2010, 2011)
- 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)

## **SCHOLARSHIP & AWARDS**

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- 2023 Excellence in Reviewing Award – *Human Resource Management*
- 2022 Best Paper in Human Resource/Research Methods division at SMA
- 2022 Best Paper Award for Human Resources- Entrepreneurship Research at AOM
- 2021 CoB Service Award at UNL
- 2021 Excellence in Reviewing Award – *Human Resource Management Review*
- 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
- 2008 Tollefson Best Paper Award
- 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
- 2007 Holmes Teaching Fellowship
- 2007 John O. Tollefson Teaching Award
- 2006 Constance B. Ducey Teaching Fellowship