
Wallace Alexander Williams, Jr., Ph.D.
Associate Professor
Management & Economics Department
College of Business
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Academic Background

Academic Degrees

Ph.D. University of Mississippi, Oxford, MS, Management (MIS Emphasis), 2012.

Title: *The impact of servant leadership on follower outcomes: Testing the mediating roles of stewardship climate and trust*

B.A. Morehouse College, Atlanta, GA, Accounting, 1999.

Other Credentials & Relevant Courses Taken

Relevant Courses

AACSB Assessment Training, 2014

SAP University Alliance Training, 2018 - Milwaukee, WI

SAP University Alliance Training, 2019 - Huntsville, TX

Work Experience

Work Experience

Associate Professor, Texas A&M University-Commerce (September, 2018 - Present), Commerce, Texas.

Assistant Professor, Texas A&M University-Commerce (June, 2012 - August, 2018), Commerce, Texas.

President, Co-Founder, Tennessee Rush Soccer Club (January, 2006 - June, 2012), Memphis, Tennessee. TN Rush Soccer Club is a non-profit organization that promotes the development of character, the electricity of competition, and the importance of pure enjoyment in the sport of soccer.

IT Security Analyst II, International Paper (January, 2004 - July, 2007), Memphis, Tennessee.

Applications Development Analyst, International Paper (January, 2001 - December, 2003), Memphis, Tennessee.

Financial Analyst, International Paper (January, 1999 - December, 2001), Memphis, Tennessee.

Intellectual Contributions

Intellectual Contributions Grid

Category	BDS	AIS	TLS	Total
Articles in Refereed Journals	4	12		16
Publications in Refereed Conference Proceedings	1			1
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings	1			1

Refereed Articles

Applied or Integrative/application Scholarship

Williams, Jr., W. A. (2017). A dark side of political skill? Awareness and life satisfaction in a Latin American Business. *Journal of Management and Organization*, 23 (3), 405-422, doi: <https://doi.org/10.1017/jmo.2016.17>.

Williams, Jr., W. A., Randolph-Seng, B., Hayek, M., Pane-Haden, S., & Atinc, G. (2017). Servant Leadership and Followership Creativity: The Influence of Workplace Spirituality and Political Skill. *Leadership and Organization Development Journal*, 38 (2), 178-193, doi: <https://doi.org/10.1108/LODJ-02-2015-0019>.

- Hayek, M., & Williams, Jr., W. A. (2015). Effective succession of social entrepreneurs: A stewardship-based model. *Journal of Applied Management and Entrepreneurship*, 20 (2), 93.
- Williams, Jr., W. A., Novicevic, M. M., & Ammeter, A. P. (2015). Rediscovering lost values: exploring contextual and universal views of values within leadership. *Journal of Applied Management and Entrepreneurship*, 20 (3), 75-91, doi: <https://doi.org/10.9774/GLEAF.3709.2015.ju.00007>.
- Hayek, M., Bynum, L., Smothers, J., & Williams, Jr., W. A. (2014). Managing healthcare alliance portfolios: A theory-based typology. *Journal of Applied Management and Entrepreneurship*, 19 (1), 3.
- Hayek, M. (2013). Implication of SOX Compliance for HRM: Enhancing Internal Controls with E-HRM. *Journal of Applied Management and Entrepreneurship*, 18 (4), 18.
- Humphreys, J. H., Williams, Jr., W. A., Clayton, R., & Novicevic, M. M. (2011). Towards the augmenting role of authenticity: Xenophon as leadership theorist. *Management and Organizational History*, 6 (2), 183-207, doi: <https://doi.org/10.1177/1744935910378941>.
- Harvey, M., Moeller, M., & Williams, Jr., W. A. (2011). Assessing the Role of the Self-Concept on the Destructive Impact of Obsessive-Compulsive Disorder in Managers. *Journal of Applied Social Psychology*, 41 (1), 82-105, doi: <https://doi.org/10.1111/j.1559-1816.2010.00703.x>.
- Novicevic, M. M., Clayton, R. W., & Williams, Jr., W. A. (2011). Barnard's model of decision making: a historical predecessor of image theory. *Journal of Management History*, 17 (4), 420-434, doi: <https://doi.org/10.1108/17511341111164427>.
- Williams Jr., W. A., Moeller, M., & Harvey, M. (2010). Inpatriates' adjustment to home country headquarters: a social/cultural conundrum. *Leadership and Organization Development Journal*, 31 (1), 71-93, doi: <https://doi.org/10.1108/01437731011010399>.
- Bynum, L., Clayton, R. W., Hayek, M., Moeller, M., & Williams, Jr., W. A. (2009). Chandler as a biographer: content thematic analysis of Chandler's biography of Henry Varnum Poor. *Journal of Management History*, 15 (3), 272-283, doi: <https://doi.org/10.1108/17511340910964135>.
- Novicevic, M. M., Buckley, M. R., Clayton, R. W., Moeller, M., & Williams, Jr., W. A. (2009). Commemorating Chandler through the lens of his revisionists. *Journal of Management History*, 15 (3), 313-322, doi: <https://doi.org/10.1108/17511340910964162>.

Basic or Discovery Scholarship

- Humphreys, J. H., & Novicevic, M. M. (2016). Disharmony in New Harmony: insights from the narcissistic leadership of Robert Owen. *Journal of Management History*, 22 (2), 146-170.
- Humphreys, J. H., Novicevic, M. M., Smothers, J., Pane, S., Hayek, M., Williams Jr, Wallace A, Oyler, Jennifer D, Clayton, Russell W (2015). The collective endorsement of James Meredith: Initiating a leader identity construction process. *Human Relations*, 68 (9), 1389-1413.
- Hayek, M., Williams, Jr., W. A., Clayton, R. W., Novicevic, M. M., & Humphreys, J. H. (2014). In extremis leadership of Sartrean authenticity: Examples from Xenophon's Anabasis. *Journal of Management History*, 20 (3), 292-310, doi: <https://doi.org/10.1108/JMH-08-2013-0040>.
- Humphreys, J., & Williams, Jr., W. A. (2014). Servant leadership: Approaching the paradox from the life-stories of Ping Fu. *Journal of Applied Management and Entrepreneurship*, 19 (4), 43-60, doi: <https://doi.org/10.9774/GLEAF.3709.2014.oc.00005>.

Refereed Proceedings

Basic or Discovery Scholarship

- Hayek, M. (in press, 2013). Towards a model of social entrepreneurial intentions: Evidence from the case of Daisy Low. *Academy of Management Proceedings*, 2013 (1), 11645.

Chapters, Cases, Readings, Supplements

Chapters

- Williams, Jr., W. A., Ammeter, A. P., Thomas, C., Hayek, M., & Novicevic, M. M. (2014). Accountability to a Servant Leader and OCB: The Role of Follower Integrity. In Selladurai and Carraher (Eds.), *Servant Leadership: Research and Practice* (pp. 1-23). Hershey, PA: IGI Global.

Honors & Awards

Honors/Awards

2018-2019: John Humphreys Academic Excellence Award, Texas Association of Black Personnel in Higher Education (TAMUC Chapter).

2016-2017: Outstanding Paper, Journal of Management History. Disharmony in new harmony: insights from the narcissistic leadership of Robert Owen [Type: Honor] [Category: Research] [Status: Received]

2016-2017: Outstanding Distance Learning Faculty, Northeast Texas Consortium of Colleges and Universities. [Type: Award] [Category: Teaching] [Status: Received]

2016-2017: Professional Excellence-Teaching Innovation Award, Faculty Senate. [Type: Award] [Category: Teaching] [Status: Received]

2016-2017: Professor of the Year, Hunt/Hopkins County African American Leadership Conference (Presented at the annual Ray and Patricia Keck Education Awards Ceremony). [Type: Award] [Category: Teaching] [Status: Received]

2015-2016: Neill Humfeld Distinguished Faculty Award for Service, Faculty Senate. [Type: Award] [Category: Service-University] [Status: Received]

2014-2015: Teaching with Technology Award, Faculty Senate. [Type: Award] [Category: Teaching] [Status: Received]

Teaching

Courses Taught

Graduate, Undergraduate, Online & Face-to-Face instruction of business courses including Principles of Management, Human Resource Management, Compensation Management, Operations Management, Quality Management, Organizational Ethics, Business Strategy, Operations and Organizations, Seminar in Leadership, Organizational Behavior, and Transforming Organizations

Executive or Professional Education Courses Taught

2017-2018 - Learning how to use D2L from Actual Teachers. Dr. Shwiff and I provided faculty members with tips about and insights on using D2L from our experiences with the Spring pilot program.

Teaching Activities and Efforts toward Continuous Improvement

2018-2019 - Implemented MGT 305 Redesign. Instead of simply migrating my shell from eCollege to D2L, I implemented a full course redesign. This included a new book (with its own online learning exercises), new assignments, and new discussion board topics. The exams for my online students all contain essay components in which they link issues within real businesses to topics we cover within the book. This content is now being shared with other MGT faculty teaching this course. Innovations in Course Content / Presentation.

2017-2018 - Created Powerpoint Slides with Blanks to encourage note-taking. I adopted a "fill-in-the-blank" approach to presenting slides in my face-to-face courses. Slides now have the keywords missing. In class, the students fill-in-the-blanks as we go through the material. This approach helps "communicate to your students what information is noteworthy as well as engage them actively in the presentation."

(https://www.depts.ttu.edu/tlpdc/Resources/Teaching_resources/TLPDC_teaching_resources/using_powerpoint.php)

Example:

Four Functions of Management: _____, _____, _____, _____ Other Teaching Activities.

2017-2018 - Self Review of Teaching. Assurance of Learning - Teaching.

2016-2017 - Created Kahoot games as test reviews. Kahoot is a game-based learning platform. Educators can create "trivia" games to teach or reinforce material. I created some to use as pre-exam reviews. Students login to the games and play it on their cellphones. Other Teaching Activities.

Service

Texas A&M University-Commerce

College Assignments

Assurance of Learning - Institutional Service:

2016-2017 – 2018-2019: Core Competency Exam Administrator

2014-2015 – 2018-2019: AOL Committee

Chair:

2017-2018 – 2018-2019: AOL Committee

Member:

2018-2019: MBA Ad Hoc Committee

2018-2019: Curriculum Committee

2017-2018 – 2018-2019: Curriculum Committee

2017-2018: Curriculum Committee

University Assignments

Assurance of Learning - Institutional Service:

2017-2018: BAAS Organizational Leadership Program Review

Committee Member:

2018-2019: Athletic Council

2018-2019: University's Strategic Planning Committee

2013-2014 – 2015-2016: Faculty Center Advisory Committee

Faculty Advisor:

2018-2019: Faculty Athletics Representative

Mentoring Activities:

2018-2019: Presentation to LoneStar Conference Student Athlete Advisory Committee Leadership

Other Institutional Service Activities:

2018-2019: Fall Mane Event

Unassigned

University Assignments

Committee Member:

2017-2018: TAMU System Teaching and Learning Technology Council

2015-2016 – 2017-2018: Project Nova

Service to the Profession

Reviewer - Article / Manuscript

2017-2018 – 2018-2019: Leadership & Organization Development Journal (International).

2017-2018: Journal of Management History (International).

2016-2017 – 2017-2018: Journal of Applied Management and Entrepreneurship (International).

2015-2016 – 2017-2018: Management Decision (International).

2011-2012 – 2017-2018: Academy of Management (International).

2016-2017: Journal of Marketing Theory and Practice (International).

2014-2015 – 2015-2016: Leadership & Organization Development Journal (International).

2013-2014 – 2014-2015: Journal of Applied Management and Entrepreneurship (International).

Reviewer - Book / Textbook

2017-2018: Emerald Publishing (International). Reviewed a book proposal for the Business, Management, Economics, and Finance books team at Emerald Publishing. Received an Emerald book of my choice as compensation.

Community Service

Speech / Presentation at a Community Meeting

2017-2018: Red River Valley Human Resources Association (RRVHRA), Keynote Presentation on Motivation given at their conference

Personal Professional Development

2018-2019: SAP University Alliance, Huntsville, Texas. Attended SAP University Alliance training:

Using the Design process to integrate SAP into a course

2017-2018: SAP University Alliance, Milwaukee, Wisconsin. Attended SAP University Alliance training:

Introduction to the University Alliances

Introduction to SAP S/4 HANA

2015-2016: AACSB Assessment I Seminar, Tampa, Florida.

Last updated by member on 30-Aug-19 (10:50 AM)