
John H. Batchelor, Ph.D.
Assistant Professor
Management & Management Information Systems
College of Business
jbatchelor1@uwf.edu

Academic Background

Ph.D. Virginia Commonwealth University, Richmond, Virginia, Business Management/Organizational Behavior (Quantitative Methods Emphasis), 2011.

M.B.A. East Carolina University, Greenville, North Carolina, Business Administration, 2005.

B.S.B.A. East Carolina University, Greenville, North Carolina, Accounting, 2001.

Certifications

Real Estate License, 2017

Work Experience

Academic Experience

Associate Professor, University of West Florida (June, 2017 - Present), Pensacola, Florida.

Assistant Professor of Management, University of West Florida (2012 - May, 2017), Pensacola, Florida. College of Business

Post Doctorate Fellow, Virginia Commonwealth University (2011 - 2012), Richmond, Virginia.

Instructor, da Vinci Center for Innovative in Product Design and Development (April, 2010 - 2012), Richmond, Virginia.

Instructor, Virginia Commonwealth University (2009 - 2012), Richmond, Virginia. Business Department

Research Assistant, Virginia Commonwealth University (2008 - 2012), Richmond, Virginia. Business Department

Adjunct Instructor, Edgecombe Community College (2005 - 2011), Tarboro, North Carolina. Business Department

Research Assistant, East Carolina University (2003 - 2004), Greenville, North Carolina. Business Department

Non-Academic Experience

Controller, Bailey's Fine Jewelry, Inc. (February, 2005 - August, 2008), Rocky Mount, North Carolina.

Controller, General Service Co., Inc. (June, 2003 - February, 2005), Kinston, North Carolina.

Artillery Specialist, U.S. Army (June, 1993 - June, 1996), Overseas Service, United States of America. Honorably discharged

Intellectual Contributions:

Refereed Articles

Davis, J., Batchelor, J. H., & Kreiser, P. (in press, 2019). The Influence of Organizational Task Environment and Firm Size on Top-Executive Compensation Contracts. *Journal of Small Business and Entrepreneurship*, 31 (1), 21-42, doi: 10.1080/08276331.2018.1435842.

Burch, G. F., Batchelor, J. H., Burch, J. J., Gibson, S., & Kimball, B. (2018). Microaggression, anxiety, trigger warnings, emotional reasoning, mental filtering, and intellectual homogeneity on campus: A study of what students think. *Journal of Education for Business*, 93 (5), 233-241, doi: 10.1080/08832323.2018.1462137.

Batchelor, J. H., Humphrey, R. H., & Burch, G. F. (in press, 2018). How entrepreneurial leaders use emotional

- labor to improve employee attitudes and firm performance. *International Journal of Work Organisation and Emotion*, 9 (4), 383-403.
- Davis, J. L., Batchelor, J., & Kreiser, P. (2018). The Influence of Organizational Task Environment and Firm Size on Top-Executive Compensation Contracts. *Journal of Small Business and Entrepreneurship*, 31 (1), 21-42, doi: 10.1080/08276331.2018.1435842.
- Burch, J., Batchelor, J. H., Bostwick, E., Gibson, S., Burch, G., Kristie Abston Middle Tennessee State University, George Ellenberg University of West Florida (2018). Assessing Higher Education Assessment Policies and Processes: A critical policy Analysis. *Journal of Academic Administration in Higher Education*, 14 (2), 47-63.
- Burch, G. F., & Batchelor, J. H. (in press, 2018). A meta-analysis of the relationship between experiential learning and learning outcomes. *Decision Sciences Journal of Innovative Education*.
- Banks, G., Woznyj, H., Kepes, S., Batchelor, J. H., & McDaniel, M. (2018). A meta-analytic review of tipping compensation practices: An agency theory perspective. *Personnel Psychology*, 71 (3), 457-478, doi: 10.1111/peps.12261.
- Burch, G. F., Humphrey, R. H., Batchelor, J. H., & Cairo, A. (2016). Unraveling the complexities of empathy research: A multi-level model of empathy. *Research on Emotion in Organizations*, 12, 169-189.
- Banks, G. C., O'Boyle, Jr., E. H., Pollack, J. M., White, C. D., Batchelor, J. H., Whepley, C. E., Abston, K. A., Bennett, A. A., and Adkins, C. L. (2016). Questions about questionable research practices in the field of management: A guest commentary. *Journal of Management*, 42 (1), 5-20.
- Batchelor, J. H., & Burch, G. F. (2016). Transforming a trip abroad into an experiential exercise in entrepreneurship. *Management Teaching Review*, 3, 1-7.
- Batchelor, J. H., & Mao, C. (2016). Extreme Response Style: A Meta-analysis. *Journal of Organizational Psychology*, 16 (2), tbd.
- Burch, G. F., Batchelor, J. H., Burch, J., & Heller, N. (2016). Psychological Contracts Revisited: Providing a New Framework and Example. *Journal of Management Policy and Practice*, 16 (2).
- Burch, G. F., Batchelor, J. H., Burch, J. J., & Heller, N. A. (2015). Rethinking Family Business Education. *Journal of Family Business Management*, 5 (2), 1-20.
- Batchelor, J. H. (2015). Exposing the Role of Gender in the Performance of Founding Entrepreneurs. *Journal of Small Business Strategy*, 25 (2), 21-40.
- Lawlor, K. B., Batchelor, J. H., & Abston, K. (2015). The Moderating Role of Time on the Relationship Between Emotional Intelligence and Transformational Leadership. *Journal of Applied Management and Entrepreneurship*, 20, 28-48.
- Burch, G. F., Burch, J., Heller, N., & Batchelor, J. H. (2015). An Empirical Investigation of the Conception Focused Curriculum: The Importance of Introducing Undergraduate Business Statistics to the 'Real World'. *Decision Sciences Journal of Innovative Education*, 13.
- Batchelor, J. H., Abston, K. A., Lawlor, K. B., & Burch, G. F. (2014). The Job Characteristics Model: An Extension to Entrepreneurial Motivation. *Small Business Institute Journal*, 10 (1), 1-10.
- Banks, G. C., Batchelor, J., Seers, A., O'Boyle, E., Pollack, J. M., Gower, K. (2013). What does team-member exchange bring to the party? A meta-analytic review of team and leader social exchange. *Journal of Organizational Behavior*, 35, 273-295.
- Burch, G. F., Batchelor, J. H., & Humphrey, R. (2013). Entrepreneurship and Emotional Labor: A Natural and Necessary Extension. *Entrepreneurship Research Journal*, 3, 331-366.
- Burch, G. F., Humphrey, R. H., & Batchelor, J. H. (2013). Emotional Labor Requirements for Leaders. *Organizational Dynamics*, 42 (2), 119-125.
- Batchelor, J. H., & Burch, G. F. (2012). Creative Individuals and Entrepreneurship: Is There an Inherent Attraction? *Small Business Institute Journal*, 8 (2), 1-11.
- Batchelor, J. H., Harris, M. L., & Gibson, S. G. (2012). Comparison of Ethical Behavior: Individual Perceptions and Attitudes toward Entrepreneurs. *Journal of Leadership, Accountability, & Ethics*, 8 (5), 32-43.
- Batchelor, J. H., & Burch, G. F. (2011). Predicting Entrepreneurial Performance: Can Legitimacy Help? *Small Business Institute Journal*, 7 (2), 30-45.
- Batchelor, J. H., Gibson, S., & Harris, M. (2011). Student Perceptions of Ethical Behavior: A Comparison of Attitudes towards Entrepreneurs and Traditional Business Managers. *Journal of Applied Management and Entrepreneurship*, 16 (1), 68-86.
- Banks, G. C., & Batchelor Jr., J. H. (2010). Smarter People Are (a Bit) More Symmetrical: A Meta-Analysis of

the Relationship between Intelligence and Fluctuating Asymmetry. *Intelligence*, 38 (4), 393-401.

Refereed Proceedings

Full Paper

- Batchelor, J. H., Ghouse, S., Barber, D., Gibson, S., & Harris, M. (in press, 2019). American and Omani Student Attitudes Towards the Ethics of Entrepreneurs and Managers. *Academy of International Business - Middle East North Africa*.
- Batchelor, J. H., Humphrey, R., & Burch, G. F. (in press, 2019). Emotional Labor and Positive Discrete Emotions. *Small Business Institute Conference*.
- Chaher, F., Soter, H., Batchelor, J. H., & Ezell, J. (in press, 2018). Practical Recommendations for Instructing Non-Native English Speaking Students in the United States. *Association for Business Simulation and Experiential Learning (ABSEL)*.
- Banks, G., Woznyj, H., Batchelor, J. H., & Whelpley, C. (in press, 2018). A critical review and the creation of a grand theoretical framework of job attitudes. *Southern Management Association*.
- Banks, G., Woznyj, H., Kepes, S., Batchelor, J. H., & McDaniel, M. A. (2016). A meta-analytic review of tipping compensation practices: An agency theory perspective. *Academy of Management (AoM)*.
- Burch, G. F., Giambatista, R., Batchelor, J. H., Hoover, D., & Shaw, J. (2016). Do experimental learning pedagogies effect student learning? A meta-analysis of 40 years of research. *Academy of Management (AoM)*.
- Goldstein, G., Lawlor, K. B., Baugh, G., Batchelor, J., & Brode, M. (2016). Enhancing Effectiveness in Curriculum: Necessary Changes. *Association for Business Simulation and Experiential Learning (ABSEL)*.
- Batchelor, J. H., & Smith, C. (2016). *Century Business Incubator*. Small Business Institute.
- Batchelor, J. H., & Garabedian, C. (2016). Best practices in incubator formation. *Small Business Institute*.
- Burch, G. F., Biambatista, R., Batchelor, J. H., Hoover, J. D., & Heller, N. (2016). Do experimental learning pedagogies effect student learning? A meta-analysis of 40 years of research. *Academy of Management Annual Meeting*.
- Burch, G. F., Burch, J., Heller, N., & Batchelor, J. H. (2015). Family Business Students Are Different: Using a Conception Focused Curriculum to Overcome Challenges. *Proceedings of the Small Business Institute, St. Pete Beach, FL*.
- Batchelor, J. H. (2015). Transforming a Trip Abroad Into an Experiential Exercise in Entrepreneurship. *Proceedings of the Small Business Institute, St. Pete Beach, FL*.
- Fan, B., Abston, K., Batchelor, J. H., & Burch, G. F. (2015). Social Entrepreneurship and Student Organizations. *Proceedings of the Association for Business Simulation and Experiential Learning (ABSEL), Las Vegas, NV*.
- Lawlor, K. B., Batchelor, J. H., & Abston, K. A. (2014). Transformational leadership: The antecedent role of emotional intelligence. *Proceedings of the Small Business Institute, 38 (1), 95-109*.
- Burch, G. F., Batchelor, J. H., & Humphrey, R. H. (2014). Empathetic Leadership: The Role of Interactive Empathy on Leader Performance and Employee Engagement. *Southwest Academy of Management, Dallas, TX*.
- Lawlor, K. B., Batchelor, J., & Burch, G. (2014). The Job Characteristics Model: an Extension to Entrepreneurial Motivation. *Proceedings of the Small Business Institute*.
- Burch, G. F., Batchelor, J. H., & Burch, J. (2013). Creative Personality, Process, and Product: A Mixed Method, Mixed Measure Analysis of Team Creativity. *Proceedings of the International Academy of Management and Business, San Antonio, TX*.
- Banks, G. C., O'Boyle, E. H., White, C. D., & Batchelor, J. H. (2013). Tracking SMA Papers to Journal Publication: An Investigation into the Phases of Dissemination Bias. *Southern Management Association Conference, New Orleans, LA*.
- Batchelor, J. H., Chao, M., & McDaniel, M. A. (2013). Extreme Responding: A Meta-analysis. *Proceedings of the Society for Industrial and Organizational Psychology, Houston, TX*.
- Batchelor, J. H., & Burch, G. F. (2013). Assessing Creativity in Entrepreneurship: Are Creative Individuals More Likely to Choose Entrepreneurship as a Profession. *Proceedings of the Small Business Institute, Saint Petersburg, FL*.
- Batchelor, J. H., & Burch, G. F. (2013). Increasing Intuitive Decision Making Speed and Accuracy by Further Understanding Intuitive Decision Making. *Developments in Business Simulation and Experiential*

- Learning-Proceedings Assoc for Bus Sim and Experiential Learning, ABSEL, 40, Oklahoma City, OK:, 38-42.
- Batchelor, J. H., Humphrey, R. H., & Burch, G. F. (2012). When Transparent and Authentic Emotional Labor Helps: The Role of Emotional Labor in Entrepreneurial Leadership. Academy of Management (AoM), Boston, MA:.
- Batchelor, J. H., Humphrey, R. H., & Burch, G. F. (2012). Emotional Labor: Person, Situation, and Cultural Considerations. Proceedings of the Society for Industrial and Organizational Psychology, San Diego, CA:.
- Batchelor, J. H., Chao, M., & McDaniel, M. A. (2012). Extreme Responding: A Meta-Analysis. Proceedings of the Society for Industrial and Organizational Psychology, Houston, TX:.
- Batchelor, J. H., Harris, M. L., & Gibson, S. G. (2011). Comparison of Ethical Behavior: Individual Perceptions and Attitudes toward Entrepreneurs. Proceedings of the Small Business Institute, Bonita Springs, FL:.
- Batchelor, J. H., Harris, M. L., & Gibson, S. G. (2010). Student's Perceptions of Ethical Behavior: A Comparison of Attitudes towards Entrepreneurs and Traditional Business Managers. United States Association for Small Business and Entrepreneurship, Nashville, TN:.
- Humphrey, R. H., & Batchelor, J. H. (2010). How Leading with Emotional Labor Creates Resonance and Positive Emotional Contagion. Society for Industrial and Organizational Psychology, Atlanta, GA:.

Non-Refereed Articles

- Batchelor, J. H., Burch, G. F., & Humphrey, R. H. (2011). Emotional Labor: The Key to Happy Customers & Satisfied Employees. *International Labor Brief*, 9 (5), 4-15.

Presentation of Refereed Papers

International

- Batchelor, J. H. & Chaher, F. (2018-2019). Patrior Paws. Small Business Institute Conference, Orlando, Florida.
- Batchelor, J. H. (2017-2018). Administrative Withdrawal Policies: Good Intentions or Bad Policy. Small Business Institute Conference, Corpus Christi, United States of America.
- Batchelor, J. H., Garibedian, C., & Smith, C. (2016-2017). Practical online marketing for startups. Small Business Institute Conference, San Diego, California.
- Batchelor, J. H., Gibson, S., Kimball, B., & Burch, G. F. (2016-2017). Student perceptions of The Coddling of the American Mind. Small Business Institute Conference, San Diego, California.
- Myhre, M., Batchelor, J. H., Harris, M., & McDowell, W. (2016-2017). Strategic collaborations between SBDCs and SBI Programs. America's Small Business Development Center Conference, Orlando, Florida.
- Banks, G. C., Woznyj, H. M., Kepes, S., Batchelor, J. H., & McDaniel, M. A. (2015-2016). A meta-analytic review of tipping compensation practices: An agency theory perspective. Academy of Management (AoM), Anaheim, California.
- Batchelor, J. H. & Smith, C. (2015-2016). Century Business Incubator. Small Business Institute, New Orleans, Louisiana.
- Batchelor, J. H. & Garabedian, C. (2015-2016). Best practices in incubator formation. Small Business Institute, New Orleans, Louisiana.
- Burch, G. F., Biambatista, R., Batchelor, J. H., Hoover, J. D., & Heller, N. (2015-2016). Do experimental learning pedagogies effect student learning? A meta-analysis of 40 years of research. Academy of Management Annual Meeting, Anaheim, California.
- Brode, M. & Batchelor, J. H. (2015-2016, February). The intersection of high impact practices and 21st century skills in a graduate online business course. Small Business Institute, New Orleans, Louisiana.
- Batchelor, J. H. (2014-2015). Transforming a Trip Abroad Into an Experiential Exercise in Entrepreneurship. Small Business Institute, St. Pete Beach, Florida.
- Burch, G. F., Batchelor, J. H., & Burch, J. (2012-2013). Creative Personality, Process, and Product: A Mixed Method, Mixed Measure Analysis of Team Creativity. International Academy of Management and Business, San Antonio, Texas.
- Batchelor, J. H., Chao, M., & McDaniel, M. A. (2012-2013). Extreme Responding. Society for Industrial and Organizational Psychology, Houston, Texas.
- Batchelor, J. H., Harris, M. L., & Gibson, S. G. (2011-2012). Comparison of Ethical Behavior: Individual Perceptions and Attitudes toward Entrepreneurs. Small Business Institute, Bonita Springs, Florida.

National

Goldstein, G., Lawlor, K. B., Batchelor, J. H., Baugh, G., & Brode, M. (2015-2016). Enhancing effectiveness in curriculum: Necessary changes. Association for Business Simulation and Experiential Learning (ABSEL), New Orleans, Louisiana.

Burch, G. F., Burch, J., Heller, N., & Batchelor, J. H. (2014-2015). Family Business Students Are Different: Using a Conception Focused Curriculum to Overcome Challenges. Small Business Institute, St. Pete Beach, Florida.

Fan, B., Batchelor, J. H., Abston, K., & Burch, G. F. (2014-2015). Social Entrepreneurship and Student Organizations. Association for Business Simulation and Experiential Learning (ABSEL), Las Vegas, Nevada.

Batchelor, J. H., Burch, G. F., & Lawlor, K. B. (2013-2014). The Jobs Characteristics Model: an extension to Entrepreneurial Motivation. Small Business Institute, Las Vegas, Nevada.

Lawlor, K. B., Batchelor, J. H., & Abston, K. A. (2013-2014). Transformational leadership: The antecedent role of emotional intelligence. Small Business Institute, Las Vegas, Nevada.

Batchelor, J. H. & Burch, G. F. (2012-2013). Increasing Intuitive Decision Making Speed and Accuracy by Further Understanding Intuitive Decision Making. Association for Business Simulation and Experiential Learning (ABSEL), Oklahoma, Oklahoma.

Batchelor, J. H. & Burch, G. F. (2012-2013). Assessing Creativity in Entrepreneurship: Are Creative Individuals More Likely to Choose Entrepreneurship as a Profession. Small Business Institute, St. Petersburg, Florida.

Batchelor, J. H., Humphrey, R. H., & Burch, G. F. (2012-2013). When Transparent and Authentic Emotional Labor Helps: The Role of Emotional Labor in Entrepreneurial Leadership. Academy of Management (AoM), Boston, Massachusetts.

Batchelor, J. H., Humphrey, R. H., & Burch, G. F. (2011-2012). Emotional Labor: Person, Situation, and Cultural Considerations. Society for Industrial and Organizational Psychology, San Diego, California.

Burch, G. F. & Batchelor Jr., J. H. (2010-2011). Individual and Group Creativity: A Multi-Discipline, Multi-Level Model. In C. Baldy-Ngayo (Chair), Symposium on Enabling Conditions for Creativity within Teams. Academy of Management (AoM), San Antonio, Texas.

Batchelor, J. H., Harris, M. L., & Gibson, S. G. (2010-2011). Student Perceptions of Ethical Behavior: A Comparison of Attitudes towards Entrepreneurs and Traditional Business Managers. Association of Small Business and Entrepreneurship, Nashville, Tennessee.

Humphrey, R. H. & Batchelor Jr., J. H. (2010-2011). How Leading with Emotional Labor Creates Resonance and Positive Emotional Contagion. Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Regional

Burch, G. F., Batchelor, J. H., & Humphrey, R. H. (2013-2014). Empathetic Leadership: The Role of Interactive Empathy on Leader Performance and Employee Engagement. Southwest Academy of Management, Dallas, Texas.

Banks, G. C., O'Boyle, E. H., & Batchelor, J. H. (2012-2013). Tracking SMA Papers to Journal Publication: An Investigation into the Phases of Dissemination Bias. Southern Management Association, New Orleans, Louisiana.

Research Grants

Funded

2017-2018: Brode, M. & Batchelor, J. H., Academic Partners: MBA Program Admissions: Impact of Prior Work Experience on Predicting Academic Performance, Co-Principal Investigator.

2015-2016: Batchelor, J. H. Century Business Incubator, Principal Investigator.

Not Funded

2012-2013: Abston, K. A. & Batchelor, J. H., Linking Human Resource Management Competence to Individual, Group, and Organizational Performance, Co-Principal Investigator, Society for Human Resource Management.

Papers Under Review

Batchelor, J. H., Abston, K. A., Bostwick, E. D., & Gibson, S. G. (2017). "A Case of Two Perspectives: Administrative Reporting and the Impact on Faculty," Initial submission to Journal is not in list - being petitioned.

Batchelor, J. H., Burch, G. F., & Humphrey, R. H. (2013). "Emotional Labor for Entrepreneurs: A Natural and Necessary Extension," Revised and resubmitted.

Working Papers

Banks, G. C., O'Boyle, E. H., Batchelor, J. H., & Abston, K. (2014). "An Investigation into the Phases of Dissemination Bias," targeted for Academy of Management (AoM).

Batchelor, J. H. & McDaniel, M. A. (2014). "Artifactual Variance: Measurement, Correction, and Identification."

Batchelor, J. H. & McDaniel, M. A. (2013). "Personality Disorders and Human Resource Selection."

Banks, G. C., O'Boyle, E. H., Batchelor, J. H., & Abston, K. (2013). "Tracking Academy of Management Conference Papers to Journal Publication: An Investigation into the Phases of Dissemination Bias."

Banks, G. C., O'Boyle, E. H., & Batchelor, J. H. (2013). "Tracking Sociology Conference Papers to Journal Publication: An Investigation into the Phases of Dissemination Bias."

Burch, G. F., Humphrey, R. H., & Batchelor, J. H. (2013). "Fostering Creativity and Innovation in Business Education."

Banks, G. C., O'Boyle, E. H., & Batchelor, J. H. (2013). "Tracking SMA Papers to Journal Publication: An Investigation into the Phases of Dissemination Bias," targeted for Organizational Research Methods.

Batchelor, J. H., Humphrey, R. H., & Burch, G. F. (2013). "Entrepreneurial Leadership and Emotional Labor."

O'Boyle, E. H., Banks, G. C., Cole, M., & Batchelor Jr., J. H. (2012). "Burnout: A Meta-Analysis," targeted for Journal Of Applied Psychology.

Batchelor, J. H. (2012). "The Job Characteristics Model: An Extension into Entrepreneurial Motivation."

Burch, G. F., Humphrey, R. H., & Batchelor Jr., J. H. (2012). "Fostering Creativity and Innovation in Business Education."

Other Research Activities

Applied or Integrative/application Scholarship

2016-2017: Batchelor, J. H., Griswold, P., Harris, V., Marshall, T., & Wiggins, C. Navy Federal Credit Union - Project of the year competition. This is a student project that was submitted to the Small Business Intitute Project of the Year competition, it recieved a "Honorable Mention" at the conference

Basic or Discovery Scholarship

2010-2011: Banks, G. C., & Batchelor, J.H., Smarter People Are (a Bit) More Symmetrical: A Meta-Analysis of the Relationship between Intelligence and Fluctuating Asymmetry. Introduced and highlighted by Business Week (<http://businessweek.com>)

Other

2013-2014: Batchelor, J. H., Proposal for Center for Entrepreneurship at the UWF School of Business. The initial outline for this proposal, along with the supporting materials for the discussion, is submitted. A meeting is scheduled for May 21, to discuss this proposal.

Service:

Service to the University

University of West Florida

Department Assignments

Member:

2017-2018: Hiring Committee - OB/MGMT/HRM

2014-2015: Pre-tenure Mentoring Committee

2012-2013: Mentor and Mid-Tenure Review Committee

Other Institutional Service Activities:

2014-2015: Multiple assessments of students

College Assignments

Faculty Advisor:

2016-2017 – 2017-2018: Student CEO
2014-2015: Student CEO
2013-2014: Student CEO student organization

Member:

2014-2015: Undergraduate Programs, Curriculum, and Assurance of Learning Committee
2012-2013 – 2013-2014: Undergraduate Programs & Curriculum Committee

Mentoring Activities:

2014-2015: Judge for the Innovation Awards hosted at UWF

Other Institutional Service Activities:

2019-2020: Various
2014-2015: Healthcare Management Graduate Certificate
2013-2014 – 2014-2015: Facilitator for the Young Entrepreneur Academy
2013-2014: Proposal for entrepreneurship development at UWF

Chair:

2018-2019: Melissa Brode
2018-2019: MBA Task Force
2017-2018: MBA Taskforce

Member:

2014-2015: Dyson Faculty Research Award Committee
2014-2015: Dyson Faculty Service Award Committee
2013-2014 – 2014-2015: Undergraduate Curriculum Committee
2013-2014: Selection Committee for SBDC Director

University Assignments

Chair:

2015-2016 – 2016-2017: Academic Council

Faculty Advisor:

2015-2016 – 2017-2018: UWF Running Club
2015-2016: Student CEO
2013-2014 – 2014-2015: UWF Runners Club

Member:

2018-2019: Academic Council
2018-2019: Faculty Senate
2016-2017: Graduate Council
2015-2016 – 2016-2017: General Studies
2015-2016 – 2016-2017: Executive Committee
2014-2015 – 2016-2017: Faculty Senate
2014-2015 – 2015-2016: Academic Council
2013-2014 – 2014-2015: General Studies Committee

Other Institutional Service Activities:

2014-2015: Attended both graduations and served as a hooder

2013-2014: Healthcare graduate certificate program with Baptist Hospital

2013-2014: Communication Arts and Psychology Department

Service to the Profession

Board of Directors: Chair

2019-2020: Small Business Institute Conference. Acting President for Summer 2019

2017-2018: Small Business Institute Conference. President of the Small Business Institute Conference. Duties included managing the board of directors and all operation of the conference. This included managing two journals (Small Business Institute Journal and Journal of Small Business Strategy) and the editors of those journals.

Board of Directors: Substantial Involvement

2018-2019: Small Business Institute. Immediate Past President

2016-2017: Small Business Institute. Currently president of the organization

2014-2015 – 2015-2016: Small Business Institute.

Conference: Program Board / Committee Chair

2019-2020: Southern Management Association Conference. This was the closest activity type to being a track chair I could find. I was a track chair at the SMA.

2012-2013: Small Business Institute, St. Petersburg, Florida. Session Chair

Reviewer - Article / Manuscript

2018-2019: Small Business Institute. Manuscript review

2018-2019: Journal of Small Business Strategy. Manuscript review

2018-2019: Journal of Organizational Behavior. Reviewed manuscript

2018-2019: Management Teaching REview. Reviewed manuscript

2017-2018: Journal of Organizational Behavior.

2017-2018: Journal of Small Business and Entrepreneurship.

2017-2018: Journal of Management Inquiry.

2017-2018: Journal of Family Business Management.

2017-2018: Journal of Electronic Security and Digital Forensics.

2017-2018: Innovation: Organization and Management.

2017-2018: Small Business Institute.

2015-2016 – 2017-2018: Journal of Small Business Strategy.

2015-2016 – 2016-2017: Social Behavior and Personality.

2015-2016: Group and Organization Management.

2015-2016: International Journal of Manpower.

2015-2016: Journal of Management Inquiry.

2013-2014: United States Association for Small Business and Entrepreneurship.

2013-2014: Southern Management Association Conference.

2013-2014: Academy of Management (AoM).

2012-2013 – 2013-2014: Small Business Institute.

2012-2013 – 2013-2014: Group and Organization Management.

Editor: Guest Editor

2014-2015: Journal of Small Business Strategy.

Reviewer: Ad Hoc Reviewer for a Journal

2019-2020: International Journal of Manpower.

2019-2020: Social Behavior and Personality.

2019-2020: International Entrepreneurship and Management Journal. Article Review

2019-2020: Journal of Small Business Strategy. Article Review
2019-2020: Journal of Further and Higher Education.
2018-2019: International Entrepreneurship and Management Journal.
2018-2019: Journal of Business Research.
2014-2015: Group and Organization Management.
2014-2015: Journal of Management Inquiry.
2014-2015: Small Business Institute.
2014-2015: Journal of Small Business Strategy.

Reviewer: Conference Paper

2019-2020: Southern Management Association Conference. Best paper judge
2017-2018: International Journal of Entrepreneurship and Small Business.
2017-2018: Small Business Institute Conference.
2016-2017: Academy of Management Conference.
2016-2017: Small Business Institute.
2014-2015: Association for Business Simulation and Experiential Learning (ABSEL).
2012-2013 – 2014-2015: Small Business Institute.
2012-2013: Association for Business Simulation and Experiential Learning (ABSEL).

Reviewer: PRJ Editorial Board

2018-2019: Small Business Institute Journal.

Service to the Community

Board of Directors

2015-2016 – 2016-2017: Center for Innovation and Entrepreneurship
2015-2016 – 2016-2017: Entrepreneurial Ecosystem Gathering
2014-2015: Gulf Coast Center for Innovations and Entrepreneurship
2013-2014 – 2014-2015: Association of Retarded Citizens
2013-2014: Association of Retarded Citizens
2013-2014: Center for Innovation and Entrepreneurship

Chair of a Committee

2017-2018: Personnel Committee Chair/Plainview Baptist Church, Responsible for managing all human resource related functions of the organization.

Memberships

Academy of Management, 2017
Small Business Institute, 2008-2017

Honors-Awards-Grants

Other

2013-2014: Hopkins Development Award, University of West Florida.

Research

2018-2019: Dyson Faculty Research Award, UWF COB.
2018-2019: Business Plan Competition Third Place, Small Business Institute. Business plan with graduate students Francesca Chaher titled "Patriot Paws"
2018-2019: Distinguished Empirical Paper Award, Small Business Institute. Award for paper titled "Emotional Labor and Positive Discrete Emotions: The key to entrepreneurial performance"
2015-2016: Dyson Research Award, University of West Florida.
2015-2016: , Small Business Institute.

2015-2016: , Academy of Management Annual Meeting.

2014-2015: Best Reviewer Award, Small Business Institute.

2013-2014: Dyson Research Award, University of West Florida.

2013-2014: Best Conceptual Paper Runner-up Award, Small Business Institute.

Service-Professional

2017-2018: Outstanding leadership, deidicated service, and advocacy, Small Business Institute. Award for outstanding leadership of the Small Business Institute for 2017/2018 as president

2014-2015: Certificate of Appreciation, Small Business Institute.

Service-University

2015-2016: Dyson Service Award, University of West Florida.

2014-2015: Faculty Student Advisor of the Year Award, University of West Florida.

2013-2014: Dyson Service Award, University of West Florida.

Teaching

2015-2016: Teacher of the Year Award, SGA.

Faculty Development

Instructional-Related Conference

2010-2011: Center for the Advancement of Research Methods and Analysis (CARMA), Richmond, Virginia. Moderated Multiple Regression Short Course

Research-Related Conference/Seminar

2009-2010: Center for the Advancement of Research Methods and Analysis (CARMA), Richmond, Virginia. SEM Short Course

2009-2010: Center for the Advancement of Research Methods and Analysis (CARMA), Richmond, Virginia. Meta-Analysis Short Course

Other Professional Development

2012-2013: National Institution of Health (NIH), Bethesda, Maryland. Certificate of completion in "Protecting Human Research Participants"/

Courses Taught

Courses from the Teaching Schedule: Business Negotiation, Compensation and Benefits, Compensation and Benefits, Future: Proj/Pln/Mgt, MBA Foundation: Mgt Skill, MBA Foundations: Management Skills and Applications, Management & Org Behavior, Management Fundamentals, Performance Management, Recruitment and Selection, Staffing, Training and Development, Strategic Issues in Human Resources Management

Other Teaching Activities

Thesis / Dissertation Committee - Member

2016-2017 - Dissertation. Melissa Brode

Innovations in Course Content / Presentation

2018-2019 - Guest Sepaker Karen Spicer.

Quality Matters Course Certification-Internal UWF

2016-2017 - QM Internal Review Certification - GEB5875.

2016-2017 - QM Internal Review Certification - MAN6156.

Other Teaching Activities

2016-2017 - QM External Review Certification - MAN6156.

2016-2017 - QM Fundamentals Certification - MAN6156.

MISCELLANEOUS

Other

2016-2017 - Teaching practices featured in book by professor in Argentina : In his book "Movimiento De Tierra" Dr. Mardigral discussed how the individual project in MAN4750 can be useful in helping students around the world and in other disciplines plan out their future.

2010-2011 - Regional NPR Affiliated Radio Interview : Introduced and highlighted the paper; Banks, G. C. & Batchelor Jr., J. H. (2010). Smarter People Are (a Bit) More Symmetrical: A Meta-Analysis of the Relationship between Intelligence and Fluctuating Asymmetry. *Intelligence*, 38 (4), 393-401.

Last updated by member on 31-Jul-19 (10:38 AM)