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**Brandon Randolph-Seng, Ph.D.**  
**Associate Professor**  
**Management & Economics Department**  
**College of Business**

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## **Academic Background**

### **Academic Degrees**

- Ph.D. Texas Tech University, 2009.
- M.S. Georgia Southern University, 2004.
- B.S. Weber State University, 1999.

## **Work Experience**

### **Work Experience**

- Associate Professor, Texas A&M University-Commerce (2017 - Present), Commerce, Texas.
- Assistant Professor, Texas A&M University-Commerce (2012 - 2017), Commerce, Texas.

### **Consulting Experience**

- 2018-2019: Lockheed Martin
- 2017-2018: McGraw-Hill Publishing
- 2017-2018: L3 Technologies
- 2016-2017: L3 Technologies
- 2015-2016: Pearson Publishing

## **Intellectual Contributions**

### **Intellectual Contributions Grid**

Category	BDS	AIS	TLS	Total
Articles in Refereed Journals	11	7		18
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings	1	1		2
Presentations of Refereed Papers	4	12		16

### **Refereed Articles**

#### **Applied or Integrative/application Scholarship**

- Randolph-Seng, B., Smith, B. A., & Slobodnikova, A. (2018). Visual images of people at work: Influences on organizational citizenship behavior. *Research in Ethical Issues in Organizations*.
- Hayek, M., Randolph-Seng, B., Williams, W. A., & Ingram, K. (2017). A dark side of political skill? Awareness and life satisfaction in a Latin American business. *Journal of Management and Organization*.
- Novicevic, M. M., Humphreys, J. H., Popoola, I. T., Poor, S., & Randolph-Seng, B. (2017). Collective leadership as institutional work: Interpreting evidence from Mound Bayou. *Leadership*.
- Randolph-Seng, B., Mitchell, R. K., Marin, A., & Lee, J. H. (2015). Job security and entrepreneurship: Enemies or allies? *Journal of Applied Management and Entrepreneurship*.
- Randolph-Seng, B., & Norris, J. I. (2015). Practice-based evidence: An "experimental" approach to the theory-practice gap in management. *Journal of Management Research*.

Humphreys, J. H., Williams, W. A., Pane Haden, S. S., Hayek, M., & Randolph-Seng, B. (2014). Servant leadership: Approaching the paradox from the life-stories of Ping Fu. *Journal of Applied Management and Entrepreneurship*.

Hayek, M., Williams, W. A., & Randolph-Seng, B. (2014). Towards a model of social entrepreneurial intentions: Evidence from the founder of the Girl Scouts. *Journal of Ethics and Entrepreneurship*.

### **Basic or Discovery Scholarship**

Randolph-Seng, B., Clarke, J., & Atinc, Y. (in press, 2019). Dynamic entrepreneurial cognition: Current trends and future opportunities. *Management Decision*.

Randolph-Seng, B. (in press, 2018). The effects of attribution style and stakeholder role on blame for the Deepwater Horizon Oil Spill. *Business and Society*.

Hayek, M., Randolph-Seng, B., Atinc, G., & Montalvo, D. (2018). The Influence of Political Skill on Career Success in an Ecuadorian Family Firm: The Mediating Role of Affective Commitment. *International Journal of Cross Cultural Management, 18 (2)*, 175-190.

Martinko, M. J., Randolph-Seng, B., Shen, W., Brees, J. R., & Mahoney, K. T. (2018). An examination of the influence of implicit theories, attribution styles, and performance cues on questionnaire measures of leadership. *Journal of Leadership and Organizational Studies*.

Guenther, H., Gardner, W. L., McCauley, K. D., Randolph-Seng, B., & Prabhu, P. V. (2017). Shared authentic leadership in scientific research teams: Role of shared mental models, trust, and coordination. *Small Group Research: an international journal of theory, investigation and application*

Williams, W. A., Randolph-Seng, B., Hayek, M., Pane-Haden, S. 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.

Randolph-Seng, B., Cogliser, C. C., Randolph, A. F., Scandura, T. A., & Miller, C. D. (2016). Diversity in leadership: Race in leader-member exchanges. *Leadership and Organization Development Journal*.

Randell, J. A., Randolph-Seng, B., Hurst, A., & Reich, D. A. (2016). Misattribution of affective coherence vs. incoherence in subsequent judgments. *Social Psychological and Personality Science*.

Humphreys, J. H., Randolph-Seng, B., Pane Haden, S. S., & Novicevic, M. M. (2015). Integrating libertarian paternalism into paternalistic leadership: H. J. Heinz as choice architect. *Journal of Leadership and Organizational Studies*.

Randolph-Seng, B., Mitchell, R. K., Vahidnia, H., Mitchell, J. R., & Chen, S. (2015). The microfoundations of entrepreneurial cognition research: Toward an integrative approach. *Foundations and Trends in Entrepreneurship*.

Hinojosa, A. S., Davis, K., Randolph-Seng, B., & Gardner, W. L. (2014). Leader and follower attachment styles: Implications for authentic leader-follower relationships. *Leadership Quarterly*.

## **Books, Monographs, Compilations, Manuals**

### **Books**

Mitchell, J. Robert, Mitchell, Ronald K., & Randolph-Seng, B. (2014). *Handbook Of Entrepreneurial Cognition*. Northampton: Edward Elgar.

## **Chapters, Cases, Readings, Supplements**

### **Chapters**

Slobodnikova, A., & Randolph-Seng, B. (2019). The effects of stereotype threat on Roma academic performance in Slovakia: Moderating role of academic self-efficacy and social identity. In Press, *Roma Voices*.

## **Presentations of Refereed Papers**

### **International**

Randolph-Seng, B. (2018-2019). *Why do good teams fail? Toward a theory of team action identification*. Academy of Management, Chicago, Illinois.

Randolph-Seng, B. (2017-2018). *Big data and the disillusioned employee: The ethical internet of things*. Academy of Management, Guilford, United Kingdom.

Randolph-Seng, B. (2017-2018). *Working in the shadow of mortality: Terror management in an organizational context*.

Society for Personality and Social Psychology, San Antonio, Texas.

Randolph-Seng, B. (2016-2017). *Moral disengagement: Insights from the malevolent leader dyad of Andrew Carnegie and Henry Frick*. Academy of Management, Anaheim, California.

Randolph-Seng, B. (2015-2016). *Collective leadership as institutional work: Interpreting evidence from Mound Bayou*. Academy of Management, Vancouver, Canada-British Columbia.

Randolph-Seng, B. (2015-2016). *Religious identity vs. organizational identity: Influences on organizational citizenship behavior*. Academy of Management, Vancouver, Canada-British Columbia.

Randolph-Seng, B. (2014-2015). *The deep horizon oil spill and attributions of responsibility*. Southern Management Association, Savannah, Georgia.

Randolph-Seng, B. (2014-2015). *Diversity in leadership: Race in leader-member exchanges*. Southern Management Association, Savannah, Georgia.

Randolph-Seng, B. (2013-2014). *The dark side of political skill: When awareness reduces life satisfaction*. Academy of Management, Philadelphia, Pennsylvania.

Randolph-Seng, B. (2013-2014). *Integrating libertarian paternalism into paternalistic leadership: H. J. Heinz as Choice Architect*. Academy of Management, Philadelphia, Pennsylvania.

Randolph-Seng, B. (2013-2014). *Practice-based evidence: An "experimental" approach to the theory-practice gap in management*. Southwest Academy of Management, Dallas, Texas.

### **National**

Randolph-Seng, B. (2019-2020). *Lessons for green management from the Hispanic civil rights movement: A pseudo-gap analysis*. Southern Management Association, Norfolk, Virginia.

Randolph-Seng, B. (2015-2016). *Finding the leader in servant leadership: The role of political skill in spirituality and creativity*. Southern Management Association, St. Pete Beach, Florida.

Randolph-Seng, B. (2013-2014). *Toward recovering from globalization: An aboriginal economic development SWOT analysis model*. USASBE, Fort Worth, Texas.

### **Regional**

Randolph-Seng, B. (2015-2016). *Management courses and cultural intelligence training: Toward a framework for culturally diverse students*. Southwest Academy of Management, Oklahoma City, Oklahoma.

Randolph-Seng, B. (2013-2014). *Servant leadership: Approaching the paradox from the life-stories of Ping Fu*. Southwest Academy of Management, Dallas, Texas.

## **Honors & Awards**

### **Honors/Awards**

2018-2019: Emerald Award for Excellence: Outstanding Author Contribution for Research in Ethical Issues in Organizations, Emerald Publishing. [Type: Award] [Category: Research] [Status: Received]

2018-2019: TAMUC Research, Scholarship, and Creative Activities Award Ceaseless Industry, Texas A&M University-Commerce.

2017-2018: TAMUC Faculty Development Travel Grant, Texas A&M University-Commerce. [Type: Award] [Category: Research] [Status: Received]

2017-2018: Nominee TAMUC Lafferty Research Award, Texas A&M University-Commerce. [Type: Award] [Category: Research] [Status: Nominated]

2016-2017: TAMUC Faculty Development Travel Grant, Texas A&M University-Commerce. [Type: Award] [Category: Research] [Status: Received]

2016-2017: Nominee TAMUC Research, Scholarship, and Creative Activities Award, Texas A&M University-Commerce. [Type: Award] [Category: Research] [Status: Nominated]

2015-2016: TAMUC Faculty Development Travel Grant, Texas A&M University-Commerce. [Type: Award] [Category: Research] [Status: Received]

2015-2016: Sage Publishers Award for Best Management History Division in Leadership Paper, Academy of Management. [Type: Award] [Category: Research] [Status: Received]

2015-2016: Nominee TAMUC Research, Scholarship, and Creative Activities Award, Texas A&M

University-Commerce. [Type: Award] [Category: Research] [Status: Nominated]

2015-2016: Nominee Paul W. Barrus Distinguished Faculty Award for Teaching, Texas A&M University-Commerce. [Type: Award] [Category: Teaching] [Status: Nominated]

2014-2015: Nominee TAMUC Junior Faculty Researcher Award, Texas A&M University-Commerce. [Type: Award] [Category: Research] [Status: Nominated]

2014-2015: TAMUC Faculty Development Travel Grant, Texas A&M University-Commerce. [Type: Award] [Category: Research] [Status: Received]

2014-2015: Best Paper Proceedings, Academy of Management. [Type: Honor] [Category: Research] [Status: Received]

2014-2015: Nominee TAMUC Research, Scholarship, and Creative Activities Award, Texas A&M University-Commerce. [Type: Award] [Category: Research] [Status: Nominated]

## **Teaching**

### **Teaching Activities and Efforts toward Continuous Improvement**

2018-2019 - Self-assessment of summer course. Other Teaching Activities.

2018-2019 - Organizational Ethics added new examples. Innovations in Course Content / Presentation.

2018-2019 - Leadership Course added new readings. Innovations in Course Content / Presentation.

2018-2019 - Grad OB L3 course. Innovations in Course Content / Presentation.

2018-2019 - Groups & Teams course added new slides. Innovations in Course Content / Presentation.

2017-2018 - Self Evaluation of Teaching. Other Teaching Activities.

2017-2018 - Undergrad Managing Groups & Teams. Course (New) - Creation/Delivery: Online.

2016-2017 - Grad Management & Organizational Behavior new examples/assignments. Innovations in Course Content / Presentation.

2016-2017 - Grad organizational ethics course new activities. Innovations in Course Content / Presentation.

2016-2017 - Grad SM course new cases. Innovations in Course Content / Presentation.

2016-2017 - Undergrad Organizational Ethics. Course (New) - Creation/Delivery: Conventional.

2016-2017 - Undergrad Operations Management. Course (Existing) - Compensated Redesign.

2015-2016 - Grad Groups & Teams new examples. Innovations in Course Content / Presentation.

2015-2016 - Grad Leadership course new articles. Innovations in Course Content / Presentation.

2014-2015 - Leadership. Course (New) - Creation/Delivery: Conventional.

2014-2015 - Undergrad Organizational Behavior. Course (Existing) - Compensated Redesign.

2014-2015 - Grad Operations & Organizations new cases. Innovations in Course Content / Presentation.

2013-2014 - Managing Groups & Teams. Course (New) - Creation/Delivery: Conventional.

2013-2014 - Organizational Ethics. Course (New) - Creation/Delivery: Conventional.

2013-2014 - Undergrad Critical Thinking. Course (New) - Creation/Delivery: Conventional.

2012-2013 - Managing at the Edge. Course (Existing) - Compensated Redesign.

2012-2013 - Management & Organizational Behavior. Course (New) - Creation/Delivery: Conventional.

2012-2013 - Operations & Organizations. Course (Existing) - Compensated Redesign.

2012-2013 - Strategic Management. Course (New) - Creation/Delivery: Conventional.

## **Service**

### **College Assignments**

#### **Member:**

2018-2019: College of Business Tenure & Promotion Committee

**Texas A&M University-Commerce**

## **Department Assignments**

### **Assurance of Learning - Institutional Service:**

2015-2016: MGT 585 (Management & Organizational Behavior) Assessment Panel

2015-2016: MGT 305 (Organizational Behavior) Assessment Panel

### **Chair:**

2019-2020: Department of Management Post-Tenure Committee Chair

2017-2018 – 2019-2020: Department of Management TE Team

2015-2016 – 2019-2020: Department of Management Scholarship Committee

2016-2017 – 2017-2018: Department of Management Faculty Development Team

2016-2017 – 2017-2018: Department of Management Faculty Search

### **Member:**

2014-2015: Department of Marketing & Management Grade Appeal Committee

2013-2014 – 2014-2015: Department of Marketing & Management Scholarship Committee

### **Mentoring Activities:**

2015-2016 – 2017-2018: Department of Management Summer Orientation Faculty Advisor

## **College Assignments**

### **Chair:**

2017-2018 – 2019-2020: College of Business Teaching Effectiveness Committee

### **Member:**

2017-2018 – 2019-2020: College of Business Tenure and Promotions Committee

2016-2017: College of Business Grade Appeal Committee

2014-2015 – 2016-2017: College of Business Faculty Committee

## **University Assignments**

### **Committee Chair:**

2016-2017: Undergrad Honor's Thesis Committee

2015-2016 – 2016-2017: University Faculty Development Committee

2015-2016: College of Business Grade Appeal Committee

### **Committee Member:**

2019-2020: IRB University Post Approval Monitoring Team

2016-2017 – 2019-2020: College of Business IRB Faculty Representative

2014-2015 – 2019-2020: University Faculty Development Committee

2017-2018: University Faculty Leave Committee

2017-2018: Doctoral Committee External Member

2017-2018: Faculty Search Committee External Member

2015-2016 – 2016-2017: Undergrad Honor's Thesis Committee

### **Mentoring Activities:**

2017-2018: Graduate Student Mentor Round Table

## **State-wide Assignments**

### **Mentoring Activities:**

2016-2017: Annual Federation of North Texas Universities Graduate Student Research Symposium Judge

## **Unassigned**

### **Department Assignments**

#### **Assurance of Learning - Institutional Service:**

2014-2015: MGT 585 (Management Skills) Assessment Panel

### **College Assignments**

#### **Member:**

2017-2018 – 2019-2020: Faculty Senate

### **University Assignments**

#### **Committee Member:**

2017-2018 – 2019-2020: College of Business Scholarship Committee

### **Service to the Profession**

#### **Academic Conference: Moderator / Discussant**

2018-2019: Academy of Management (International).

2015-2016 – 2016-2017: Academy of Management (International).

#### **Board Member: Advisory Board**

2015-2016 – 2019-2020: Group & Organization Management (International).

2014-2015 – 2019-2020: Journal of Scientific Psychology (National).

2014-2015 – 2017-2018: Journal of Applied Management & Entrepreneurship (International).

2014-2015: Management Decision (International).

#### **Reviewer - Article / Manuscript**

2019-2020: Research in Ethical Issues in Organizations (International).

2019-2020: Journal of High Technology Management Research (International).

2018-2019: Journal of Workplace Behavioral Health (International).

2017-2018: International Journal of Entrepreneurial Behavior and Research (International).

2017-2018: Journal of Marketing Theory and Practice (International).

2015-2016 – 2017-2018: International Journal of Human Resource Management (International).

2015-2016 – 2017-2018: Leadership and Organizational Development Journal (International).

2016-2017: Self and Identity (International).

2016-2017: Current Psychology (International).

2015-2016 – 2016-2017: Journal of Business Research (International).

2015-2016: International Journal of Management Reviews (International).

2015-2016: Journal of Individual Differences (International).

2014-2015: Leadership Quarterly (International).

#### **Reviewer - Book / Textbook**

2018-2019: McGraw Hill Publishing (International).

2018-2019: Emerald Publishing (International).

2017-2018 – 2018-2019: Pearson (International).

2016-2017 – 2017-2018: McGraw-Hill (International).

2016-2017: Emerald (International).

2014-2015: Pearson (International).

**Editor: Academic PRJ**

2018-2019 – 2019-2020: Senior Associate Editor Management Decision (International).

2014-2015: Action Editor for Sage Open (International).

**Editor: Associate Editor**

2014-2015 – 2017-2018: Management Decision (International).

**Other Professional Service Activities**

2015-2016: PDW Presenter at Academy of Management (International).

2014-2015: Endorsement Authentic Leadership Caucus AoM (International).

**Reviewer: Conference Paper**

2019-2020: Southwest Academy of Management (Regional).

2014-2015 – 2019-2020: Southern Management Association (National).

2014-2015 – 2019-2020: Academy of Management (International).

2014-2015 – 2017-2018: Southwest Academy of Management (Regional).

**Professional Memberships**

Academy of Management (Entrepreneurship, Organizational Behavior & Management History), 2018 - current

Southern Management Association, 2018 - current

Southwest Academy of Management, 2018 - current

**Personal Professional Development**

2017-2018: Society for Personality and Social Psychology, San Antonio, Texas.

2017-2018: Southern Management Association, St. Pete Beach, Florida.

2017-2018: Academy of Management, Guildford, United Kingdom.

2017-2018: Social & Behavioral Research - Basic/Refresher, Commerce, Texas.

2017-2018: Responsible Conduct of Research, Commerce, Texas.

2017-2018: Sedona Training, Commerce, Texas.

2017-2018: FERPA, Commerce, Texas.

2017-2018: Export Controls Training for TAMU at Qatar (TAMUQ), Commerce, Texas.

2017-2018: GA010 TAMUS Workday Core Concepts, Commerce, Texas.

2017-2018: GA070 Reporting in Workday, Commerce, Texas.

2017-2018: GA020 Navigating Workday, Commerce, Texas.

2017-2018: GA060 Workday Core HCM Concepts (Managers), Commerce, Texas.

2017-2018: SK420 Working in Workday for Managers, Commerce, Texas.

2017-2018: SK450 Time and Absence (Managers), Commerce, Texas.

2017-2018: IRB Members – Basic/Refresher, Commerce, Texas.

2017-2018: Export Controls & Embargo Training - Basic Course, Commerce, Texas.

2017-2018: International Travel Safety: Safe Passage Presentation, Commerce, Texas.

2017-2018: Creating a Discrimination-Free Workplace, Commerce, Texas.

2017-2018: Information Security Awareness, Commerce, Texas.

2017-2018: Ethics, Commerce, Texas.

2017-2018: Accessibility for Electronic Information Resources, Commerce, Texas.

2017-2018: D2L Orientation Training, Commerce, Texas.

2017-2018: Teaching Sharing Seminar, Commerce, Texas.

2017-2018: 3rd Annual Capsim Symposium Series, Phoenix, Arizona.

2016-2017: Academy of Management, Anaheim, California.

2016-2017: Reporting Fraud, Waste and Abuse, Commerce, Texas.  
2016-2017: Creating a Discrimination-Free Workplace, Commerce, Texas.  
2016-2017: Ethics, Commerce, Texas.  
2016-2017: Information Security Awareness, Commerce, Texas.  
2016-2017: Accessibility for Electronic Information Resources, Commerce, Texas.  
2016-2017: Financial Conflicts of Interest in Research, Commerce, Texas.  
2016-2017: A Hands-On Guide to the Scholarship of Teaching and Learning Workshop, Chicago, Illinois.  
2015-2016: Academy of Management, Vancouver, Canada-British Columbia.  
2015-2016: Southern Management Association, St. Pete Beach, Florida.  
2015-2016: Export Controls & Embargo Training - Basic Course, Commerce, Texas.  
2015-2016: McGraw-Hill Teaching Without Limits Summit, Orlando, Florida.  
2014-2015: United States Association of Small Business and Entrepreneurship, Fort Worth, Texas.  
2014-2015: Southwest Academy of Management, Dallas, Texas.  
2014-2015: Academy of Management, Philadelphia, Pennsylvania.  
2014-2015: Southern Management Association, Savannah, Georgia.  
2014-2015: Creating a Discrimination-Free Workplace, Commerce, Texas.  
2014-2015: Ethics, Commerce, Texas.  
2014-2015: Information Security Awareness, Commerce, Texas.  
2014-2015: Accessibility for Electronic Information Resources, Commerce, Texas.  
2014-2015: International Travel Safety: Safe Passage Presentation, Commerce, Texas.  
2013-2014: Effective Hiring Practices, Commerce, Texas.

**Last updated by member on 03-Sep-19 (04:12 PM)**